MERCURY

HR Business Partners: Enhancing your Strategic Contributions

18 – 22 October 2027
Milan (Italy)



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Ref: 15529_1083789 **Date:** 18 – 22 October 2027 **Location:** Milan (Italy) **Fees:** 6200 Euro

Introduction:

In this highly interactive program, you will build skills that set you apart as a trusted HR business partner HRBP. Participants will uncover the influential power of the HRBP role and leave this strategic HR business partner course confident in their ability to improve HR services across your organization through a solid HRBP structure.

This strategic HR business partner course, designed with HR practitioners in mind, allows you to analyze real-world case studies and engage in dynamic group discussions to strengthen your consulting skills, business acumen, and ability to contribute strategically to organizational goals. Participants will also create their business case and implementation plan to facilitate their organization's transition to the HRBP structure.

The HR business partner HRBP plays a pivotal role within modern organizations, acting as a strategic ally to the business. This strategic HR business partner training will define the HRBP and explore its evolution from traditional HR roles to a more strategic model that supports organizational objectives.

Participants will discover the benefits of the HR business partner model, understand the key skills and certifications required, and examine what makes an HRBP effective in achieving business goals. They will delve into best practices and achievements and set clear goals to elevate the impact of HR business partners within their organizations.

Course Objectives:

At the end of this strategic HR business partner course, the participants will be able to:

- Identify key leadership skills of HR business partners.
- Demonstrate effective internal consulting services.
- Demonstrate business acumen and an awareness of the financial drivers of company performance.
- Develop a business case and implementation plan to transition to the HRBP structure for your organization.
- Align your recommendations with the strategic direction of the organization.

Targeted Competencies:

In the strategic HR business partner training, participants will delve into the complexities of target competencies of the following:

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- Strategic Thinking.
- Business Acumen.
- Data Analysis and Interpretation.
- Change Management.
- Influencing and Relationship Building.
- Communication and Presentation.
- Talent Development and Succession Planning.
- Ethical Leadership.

Course Content:

Unit 1: Introduction to Performance Expectations for HR Business Partners:

- Key skills.
- Developmental priorities.
- Build your skills as a strategic contributor.
- Track metrics line managers' value.
- Learn about your industry and business.
- Continually ask how HR can make a difference.
- Demonstrating your skill as a business leader and HR professional.
- Perform to gain the trust and confidence of organization leaders.

Unit 2: Internal Consulting Skills:

- Process vs expert consulting.
- Alignment with the internal client organization.
- Using questions effectively.
- Develop relationships with business leaders.
- Five-step internal consulting process.
- Interviewing and information gathering.
- Presenting your ideas effectively to align with the needs of the organization.

Unit 3: Business Acumen:

- Why business understanding is essential for HR business partners?
- Business models.
- Cash flow compared to profits.

Unit 4: Align Projects with Strategic Direction:

- Definition and use.
- Elements to consider.
- Components of an effective business case.
- Presenting your business case.

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Unit 5: Leadership Skills for HR Business Partners:

- Build your skills as a strategic contributor.
- Track metrics that managers value.
- Ensure traditional HR roles run smoothly.
- Learn about the organization and its mission.
- Continually ask, "How can HR make a difference?"
- Move away from the "policing" role.
- Move toward a "partnership" role.
- Build on the basics to ensure a strategic focus.