



## HR Business Partners: Enhancing your Strategic Contributions



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## Introduction:

In this highly interactive program, you will build skills that set you apart as a trusted HR business partner HRBP. You will uncover the influential power of the HRBP role and leave this course confident in your ability to improve HR services across your organization through a solid HRBP structure. Designed with HR practitioners in mind, this course provides opportunities for you to analyze real-world case studies and engage in dynamic group discussions to strengthen your consulting skills, business acumen, and ability to strategically contribute to organizational goals. You will also create your own business case and implementation plan that you can use to facilitate your organization's transition to the HRBP structure.

## Course Objectives:

At the end of this training, 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 for your organization to transition to the HRBP structure.
- Align your recommendations with the strategic direction of the organization.

## Targeted Competencies:

In the HR Business Partners: Enhancing Your Strategic Contributions course, participants will delve into the complexities of target competencies of the following:

- **Strategic Thinking:** Participants will learn to cultivate a strategic mindset, enabling them to align HR initiatives with organizational goals and anticipate future challenges.
- **Business Acumen:** The course emphasizes the importance of understanding business operations, financial principles, and industry dynamics to make informed HR decisions that drive business success.
- **Data Analysis and Interpretation:** HR professionals will develop skills in collecting, analyzing, and interpreting data to identify trends, patterns, and insights crucial for strategic decision-making.
- **Change Management:** Participants will explore effective strategies for managing organizational change, fostering agility, and facilitating smooth transitions during periods of transformation.
- **Influencing and Relationship Building:** The course emphasizes the significance of building strong relationships and honing influencing skills to garner support for HR initiatives across all levels of the organization.
- **Communication and Presentation:** HR business partners will enhance their communication abilities, mastering techniques for delivering compelling presentations and conveying complex information effectively.
- **Talent Development and Succession Planning:** Participants will gain insights into talent development strategies, succession planning, and nurturing a pipeline of future leaders to

ensure long-term organizational sustainability.

- Ethical Leadership: The course underscores the importance of ethical leadership in HR practices, guiding participants on navigating ethical dilemmas and fostering a culture of integrity within the organization.

## **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 acumen 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.

### **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 the 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.