



HR Strategy and Training

Human Resources Development and HR Business Partner

Course Introduction

This training program is designed to equip HR professionals with advanced skills in strategic HR management and HR business partnership.

This program focuses on aligning HR strategies with overall business goals, evaluating organizational needs, and developing talent to ensure sustainable growth.

It also provides HR Business Partners (HRBPs) with critical consulting and leadership skills to support and drive strategic objectives.

Target Audience

Who is this course for, and can benefit the most

- HR Business Partners looking to enhance their consulting and leadership capabilities.
- HR Managers and Directors responsible for aligning HR strategy with business goals.
- Talent Development Professionals involved in learning, development, and career progression.
- Senior HR Professionals seeking to deepen their understanding of business acumen and performance management in an HR context.

Learning Objectives

At the end of the training course, participants will be able to

- Understand how to create and implement HR strategies that support organizational goals and long-term business success.
- Utilize tools and frameworks such as SWOT analysis and PESTEL analysis to identify workforce trends, gaps, and future needs.

- Design competency-based development programs and evaluate their effectiveness using modern learning methodologies.
- Facilitate career growth and succession planning for employees while implementing leadership development programs at all levels.
- Establish clear performance expectations and KPIs for HR Business Partners to measure their effectiveness.
- Strengthen knowledge of key business drivers, financial metrics, and their role in driving business innovation and growth.
- Acquire consulting, problem-solving, and negotiation skills, to act as trusted advisors to business leaders.
- Identify how to align projects and initiatives with the organization's long-term strategy.

Course Outline

• 01 Day One

Strategic Alignment of Human Resource Development

- Introduction to strategic HR development
- Building an HR strategy that supports business objectives
- Understanding business goals and HR's role in achieving them
- Importance of aligning HR development with organizational strategy
- Case studies: Strategic alignment in HR development
- Group discussion on aligning HR activities with corporate strategy
- Interactive exercise: Identifying key business drivers and their HR implications

• 02 Day Two

Learning Strategies and Approaches:

- The role of learning methodologies in HR development
- Understanding modern learning strategies for diverse workforce needs
- Learning styles: Visual, auditory, kinesthetic
- Formal, informal, and experiential learning approaches
- E-learning and blended learning models
- Case study review: Implementing innovative learning solutions
- Practical session: Designing a blended learning strategy for an organization

• 03 Day Three

Career Growth and Advancement:

- Supporting employees in career planning and advancement
- Career paths and succession planning
- Role of performance appraisals in career advancement
- Mentorship and coaching for career growth
- Role-playing session: Conducting career development conversations
- Interactive session: Building a succession planning framework

• 04 Day Four

Performance Standards for HR Business Partners:

- Defining and setting performance expectations for HR Business Partners (HRBPs)
- Key metrics and KPIs for HRBP effectiveness
- Role clarity and performance standards for HRBPs
- Measuring the impact of HRBPs on business performance
- Tools for tracking and evaluating HRBP performance
- Group exercise: Establishing performance KPIs for HRBPs
- Case study: HRBP performance management in action

• 05 Day Five

Consulting Skills for HRBP:

- How HRBPs can act as internal consultants to solve business challenges?
- Consulting skills for HRBPs: Problem-solving, influencing, and negotiation.
- HRBP as a trusted advisor to senior leadership.
- Case studies: Successful HR consulting in organizations.
- Consulting role-play: HRBP advising a business unit on talent strategy.
- Group exercise: Developing an internal consulting toolkit for HRBPs.

Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
April 13, 2025	April 17, 2025	5 days	4250.00 \$	Bahrain - Manama

FROM	TO	DURATION	FEE\$	LOCATION
April 14, 2025	April 18, 2025	5 days	4950.00 \$	England - London
Sept. 1, 2025	Sept. 5, 2025	5 days	4250.00 \$	UAE - Dubai
Nov. 10, 2025	Nov. 14, 2025	5 days	4950.00 \$	England - London