



HR Strategy and Training

## Strategic HR Business Partnering

# Course Introduction

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With the business market becoming more complex and competitive, HR Business Partners are considered a vital part of today's talent strategy. They represent the fastest growing role in the profession and, in many organizations, the most pivotal. HR Business Partner are expected to have balance strategy and execution, and greater understanding of the business challenges their team is working to solve and be able to re-frame those challenges through the lens of talent and employee experience.

This training program is designed to help them become strategic HR business partners. This course will cover topics such as the roles of HR business partners, developing the strategic alignment and orientation, aligning the HR strategy with the organization's by preparing the organization for change and focusing on the human capital needs of the organization, and people management techniques.

## Target Audience

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- HR Business Partners (HRBPs)
- Senior HR Generalists
- HR Managers & HR Directors
- Line Managers & Department Heads
- Operations & Finance Leaders working with HR
- Senior Executives integrating HR into business strategy
- Chief Human Resources Officers (CHROs)
- Talent Management & Organizational Development Leaders
- Employee Relations & Workforce Planning Specialists

# Learning Objectives

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

- Gain a comprehensive understanding of the evolving role of HR in the organization and context & role of the HR Business Partners.
- Recognize HR Business Partner Models, conduct a Gap Analysis and explore the steps to become strategic.
- Effectively align the HR Business Partner role with business goals and objectives.
- Develop the building blocks for becoming a Business Partner focused on developing rapport & empathy, establish & maintain trust and build credibility for themselves and the function
- Navigate politics and influence leaders to gain commitment and Buy-in
- Identify the different consultant roles, different consulting styles and a consulting process
- Manage and facilitate change as an integral part of the HR Business Partner role
- Know how to partner with leaders, teams, and stakeholders to implement a sustainable change process
- Leverage HR Analytics to increase the impact of the HR Business Partner role

## Course Outline

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### • 01 Day One

#### **Strategic Planning and Management**

- Introduction to Strategic Planning
- Business Acumen
- Mission, vision, values
- Different Strategies
- Implementing and Evaluating Strategy

#### **Structure of the Human Resource Functions**

- The Strategic role of HR
- Internal Stakeholders
- The HR Organization

- Demonstrating the Value of HR
- Enhancing the Effectiveness of HR

## • 02 Day Two

### **Strategic HR Business Partner**

- HR Business Partner Models
- The different consultant roles, consulting styles and the consulting process
- Conducting Gap Analysis
- Steps to become strategic
- Aligning the HR Business Partner role with Business
- Managing Change
- Partnering with others for Sustainable Programs

### **Becoming an Excellent HR Business Partner**

- Business Savy HR
- Data Mining
- The Strategic Advisor
- The Data-Driven Problem Solver
- The Influential Partner
- The Trusted Coach
- The Independent Voice

## • 03 Day Three

### **Talent Acquisition**

- Organizational Staffing Requirements
- Job Analysis and Documentation
- Sourcing and Recruiting Methods
- The Selection Process
- Onboarding and Assimilation

## • 04 Day Four

### **Workforce Management**

- Workforce Planning and Analysis
- Workforce Management
- Understanding Employee Engagement
- Assessing Employee Engagement
- Engaging Employees from Hire to Separation
- Measuring Effectiveness and Sustaining Improvement

## • 05 Day Five

### Leadership and Navigation

- Leadership Techniques and Theories
- People Management Techniques
- Working within the Parameters of the Organization
- Influencing Colleagues
- Ethical Business Practices and Principle
- Codes of Conduct

## Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
April 14, 2025	April 18, 2025	5 days	4950.00 \$	England - London
April 21, 2025	April 25, 2025	5 days	4250.00 \$	UAE - Dubai
May 11, 2025	May 15, 2025	5 days	4250.00 \$	KSA - Riyadh
June 29, 2025	July 3, 2025	5 days	2150.00 \$	Virtual - Online
Aug. 11, 2025	Aug. 15, 2025	5 days	5950.00 \$	Switzerland - Zurich
Sept. 15, 2025	Sept. 19, 2025	5 days	4250.00 \$	UAE - Abu Dhabi
Nov. 3, 2025	Nov. 7, 2025	5 days	5950.00 \$	USA - Los Angeles
Nov. 10, 2025	Nov. 14, 2025	5 days	4250.00 \$	UAE - Dubai