



HARNESS THE POWER  
OF KNOWLEDGE

**The Empowered Business  
Partner: Building Strategic HR  
Partnerships**

**TRAIN**



## **Introduction:**

In today's dynamic business landscape, HR Business Partners (HRBPs) play a crucial role in bridging the gap between HR and the business. This comprehensive 5-day training program, delivered by Global Business Partner Minds, equips HR professionals with the essential skills and knowledge to excel in this strategic role. Learn to become a trusted advisor to business leaders, translate business needs into HR solutions, and drive impactful HR initiatives aligned with organizational goals.

## **Program Goals:**

- Develop a comprehensive understanding of the HR Business Partner (HRBP) role and its strategic importance
- Master business acumen and gain a solid understanding of key business functions and priorities
- Enhance communication and relationship-building skills to effectively collaborate with business leaders and stakeholders
- Develop strong consulting and problem-solving skills to identify business challenges and recommend HR solutions
- Master change management strategies to navigate organizational transformations and drive HR initiatives smoothly
- Become proficient in coaching and mentoring skills to empower managers and employees
- Learn to measure and demonstrate the impact of HR initiatives on business outcomes
- Develop strong negotiation and influencing skills to champion HR priorities within the organization
- Master ethical considerations and best practices for effective HR business partnering

## **Training Agenda:**

### **Day 1: The Evolving Role of the HR Business Partner:**

- Understanding the strategic role of the HRBP in a business context
- Developing business acumen and understanding key business metrics
- Exploring the core competencies of a successful HRBP
- Building strong relationships with business leaders and stakeholders

### **Day 2: Business Acumen and Consulting Skills:**

- Understanding key business functions (finance, marketing, operations) and their impact on HR practices
- Learning to identify business challenges and opportunities through a business lens
- Developing consulting skills for analyzing problems, gathering data, and recommending HR solutions
- Practicing effective communication and presentation skills to present HR solutions to business leaders

### **Day 3: Championing HR Initiatives and Change Management:**

- Developing a strategic HR toolkit to align HR initiatives with the organization's goals
- Mastering change management strategies to navigate organizational transformations effectively
- Building a compelling business case for HR initiatives and influencing key stakeholders
- Learning to overcome resistance to change and build employee buy-in for HR programs

### **Day 4: Coaching and Mentoring for Effective HR Business Partnering:**

- Enhancing coaching and mentoring skills to empower managers and employees
- Providing constructive feedback and facilitating employee development conversations
- Fostering a culture of continuous learning and development within the organization
- Utilizing coaching and mentoring to drive performance improvement and employee engagement

### **Day 5: Measuring Impact and Ethical Considerations:**

- Developing metrics to measure the impact of HR initiatives on business outcomes

- Demonstrating the return on investment (ROI) of HR programs through data-driven insights
- Maintaining high ethical standards and complying with legal regulations in HR business partnering activities
- Developing a continuous improvement plan for your HR business partnering skills and building a successful long-term career as an HRBP

**Target Audience:**

This program caters to a diverse audience, including:

- HR professionals seeking to develop their skills and transition into the HR Business Partner role
- HR Business Partners at all levels seeking to enhance their strategic impact and effectiveness
- Business leaders interested in learning more about effective HR Business Partnering practices
- Anyone interested in developing strategic business partnerships and driving positive organizational change

By participating in this intensive program, you'll gain the comprehensive knowledge and practical skills to become a strategic HR Business Partner

You'll learn to collaborate effectively with business stakeholders, champion HR initiatives, and demonstrate the measurable value of HR to the organization's success.