BLACKBIRD FOR TRAINING

Strategic HR Business Partner

7 – 11 December 2026
Kigali (Rwanda)



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Introduction

Over the past few decades, the Human Resource profession has experienced significant transformations in its structure and alignment with organizational strategies. These changes have led HR to adopt various practices from other business functions, such as marketing, quality control, and information management. One of the most notable developments is the rise of the Strategic HR Business Partner HRBP, a pivotal role in organizations today.

The HR Business Partner model focuses on aligning HR strategies with business objectives to drive performance and change. As a Strategic HR Business Partner, you will be at the forefront of business strategy, fostering a deeper understanding of the organization and its goals. The Strategic HR Business Partner Certification is designed to enhance your capabilities and prepare you to assume a key strategic role in driving organizational success.

This course provides specialized HR business partner training that empowers you with the skills and tools needed to become an effective HRBP. It will help you understand the HR business partner model, including its benefits and challenges, and how to leverage it for organizational success.

Course Objectives

By the end of this course, participants will:

- Understand the evolution of the HR function and gain insight into the role of the HR business partner in today's business environment.
- Learn various HR business partner models and conduct a gap analysis to understand the steps to becoming a strategic HR business partner aligned with business goals.
- Develop the foundational skills necessary to become a trusted business partner, focusing on building rapport, empathy, trust, and credibility.
- Learn how to navigate organizational politics and influence leaders to secure buy-in and commitment.
- Gain consulting skills essential for the HR business partner role, exploring consulting styles and processes.
- Become a Change Champion, facilitating and managing change effectively within the organization.
- Learn how to partner with leaders, teams, and stakeholders to implement sustainable change processes.
- Leverage HR analytics to increase the impact of the HR business partner role and enhance organizational performance.



Course Outlines

Day 1: Strategic Planning and Management

- Introduction to Strategic Planning: Understand the role of strategic planning in organizational success.
- Business Acumen: Learn essential business skills for an HR business partner.
- Mission, Vision, and Values: Align HR strategy with business goals.
- Different Strategies: Identify and understand various business strategies.
- Implementing and Evaluating Strategy: Learn how to implement and assess the impact of strategic HR initiatives.

Day 2: Structure of the Human Resource Functions

- The Strategic Role of HR: Understand how HR contributes to the overall business strategy.
- Internal Stakeholders: Learn how to engage with internal stakeholders effectively.
- The HR Organization: Understand HR's role in achieving business goals.
- Demonstrating the Value of HR: Learn to quantify the impact of HR initiatives on organizational success.
- Enhancing the Effectiveness of HR: Strategies to improve HR efficiency and outcomes.

Day 3: Talent Acquisition

- Organizational Staffing Requirements: Learn to analyze and fulfill organizational staffing needs.
- Job Analysis and Documentation: Master the process of defining roles and responsibilities.
- Sourcing and Recruiting Methods: Explore best practices for attracting top talent.
- The Selection Process: Learn to select candidates that align with organizational culture and objectives.
- Onboarding and Assimilation: Enhance the onboarding process for improved employee engagement.

Day 4: Workforce Management

- Workforce Planning and Analysis: Master workforce analysis and planning strategies.
- Workforce Management: Learn techniques to optimize workforce productivity.
- Understanding Employee Engagement: Understand how to measure and improve employee engagement.
- Assessing Employee Engagement: Learn methods for evaluating engagement levels.
- Engaging Employees from Hire to Separation: Explore strategies to engage employees throughout their lifecycle in the organization.
- Measuring Effectiveness and Sustaining Improvement: Learn how to measure the success of HR programs and sustain improvements.



Day 5: Leadership and Navigation

- Leadership Techniques and Theories: Learn leadership theories and how to apply them in the HR business partner role.
- People Management Techniques: Develop people management strategies for organizational success.
- Working within the Parameters of the Organization: Learn how to align HR practices with organizational boundaries.
- Influencing Colleagues: Understand how to influence and collaborate with colleagues to achieve common goals.
- Ethical Business Practices and Principles: Learn the importance of ethics in HR and leadership.
- Codes of Conduct: Understand how to implement and follow ethical codes in your HR practices.

Why Attend this Course: Wins & Losses!

- The Strategic HR Business Partner Certification equips you with the knowledge and skills to excel in this critical role, allowing you to align HR strategies with business goals.
- Learn from industry experts who provide HR business partner training, offering practical knowledge to apply in real-world scenarios.
- Understand the HR business partner model and how it can transform your approach to leadership and organizational effectiveness.
- Gain a comprehensive understanding of the HR business partner definition, including its objectives, responsibilities, and impact on business performance.
- Become an effective HR business partner by mastering essential skills such as consulting, change management, and HR analytics.
- The HR business partner certification helps you elevate your career by demonstrating your expertise in driving organizational success through strategic HR initiatives.
- The course offers valuable insights into HR business partner best practices, ensuring that you are equipped to implement strategies that lead to long-term success.

Conclusion

The Strategic HR Business Partner Certification provides HR professionals with the tools and knowledge to become strategic leaders within their organizations. By understanding the HR business partner role and mastering key skills such as consulting, change management, and workforce planning, participants will be prepared to drive organizational success. This course offers both practical and theoretical knowledge, enabling participants to enhance their HR business partner skills and create sustainable growth.

Join us and take the next step in your HR career by becoming a certified HR business partner and making a lasting impact on your organization's success.

