BLACKBIRD FOR TRAINING

Strategic HR Business Partner

Munich (Germany)

6 - 10 October 2025

Strategic HR Business Partner

Code: HR28 From: 6 - 10 October 2025 City: Munich (Germany) Fees: 4400 Pound

Introduction

Over the past few decades, the Human Resource profession has undergone significant changes in organization and alignment with the strategic orientation of the organizations it serves. These transformations have led HR to adopt many practices from other functional areas, such as marketing, quality control, and information management.

One of the key areas significantly impacted is how the HR function is structured. This new HR structural model helps balance efficiency, customer service quality, and adaptability. To make this model effective, HR must understand how the various components of HR work together to deliver value to the organization.

The Human Resource Business Partner HRBP represents the most strategic part of the HR team. Typically experienced generalists, they require a deeper understanding of the business organization and how the HR function contributes to achieving its goals. This is the essence of the Strategic HR Business Partner Certification, which offers Strategic HR Business Partner Training to enhance their skills.

Course Objectives

- Understand the evolution of the HR function to date and grasp the context and role of the HR Business Partner in the 21st century.
- Learn HR Business Partner models, conduct a gap analysis, and understand the steps to becoming strategic while aligning the HR Business Partner role with the business.
- Develop the foundational skills to become a business partner focused on building rapport and empathy, establishing and maintaining trust, and enhancing credibility for themselves and the function.
- Learn how to navigate organizational politics and influence leaders to gain commitment and buy-in.
- Develop consulting skills to become an effective HR Business Partner. Explore various consultant roles, consulting styles, and the consulting process.
- Become a Change Champion by managing and facilitating change as an integral part of the HR Business Partner role.
- Learn 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 Outlines

Day 1: Strategic Planning and Management

- Introduction to Strategic Planning
- Business Acumen
- Mission, Vision, Values
- Different Strategies
- Implementing and Evaluating Strategy

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Day 2: 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

Day 3: Talent Acquisition

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

Day 4: 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

Day 5: Leadership and Navigation

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

Through this course, participants will explore the benefits of the HR Business Partner model, equipping them with the knowledge to understand what an HR Business Partner is and how to become an effective HR Business Partner. They will also focus on HR Business Partner goals, skills, and best practices necessary to excel in this critical role.

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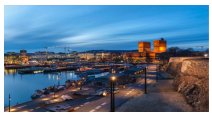
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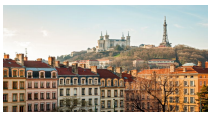
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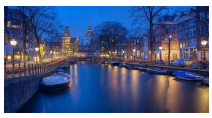
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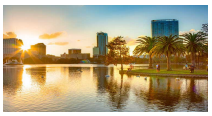
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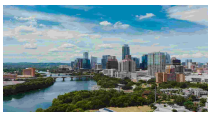
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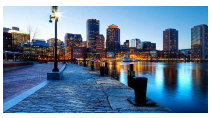
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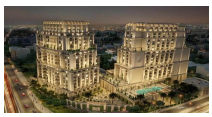
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