

Strategic HR Business Partner

Geneva (Switzerland)

25 - 29 November 2024

UK Training

PARTNER



Strategic HR Business Partner

Code: HR28 From: 25 - 29 November 2024 City: Geneva (Switzerland) Fees: 4700 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

A graphic of a chessboard with several chess pieces (a king, a queen, a rook, and a pawn) on it. The board is white and black, and the pieces are gold and silver. The text 'UK Training PARTNER' is overlaid on the board.

UK Training
PARTNER

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.

A graphic of a chessboard with several chess pieces (a king, a queen, a rook, and a knight) on it, set against a background of concentric circles. The text 'UK Training PARTNER' is overlaid on the board.

UK Training
PARTNER

Blackbird Training Cities

Europe



Malaga (Spain)



Sarajevo (Bosnia and Herzegovina)



Oporto (Portugal)



Glasgow (Scotland)



Edinburgh (UK)



Oslo (Norway)



Annecy (France)



Bordeaux (France)



Copenhagen (Denmark)



Birmingham (UK)



Lyon (France)



Moscow (Russia)



Stockholm (Sweden)
(Netherlands)



Podgorica (Montenegro)



Batumi (Georgia)



London (UK)



Istanbul (Turkey)



Amsterdam



Düsseldorf (Germany)



Paris (France)



Barcelona (Spain)



Munich (Germany)



Geneva (Switzerland)



Prague (Czech)



Vienna (Austria)



Rome (Italy)



Brussels (Belgium)



Madrid (Spain)



Berlin (Germany)



Lisbon (Portugal)



Zurich (Switzerland)



Manchester (UK)



Milan (Italy)



Blackbird Training Cities

USA & Canada



Los Angeles (USA)



Orlando, Florida (USA)



Online



Phoenix, Arizona (USA)



Houston, Texas (USA)



Boston, MA (USA)



Washington (USA)



Miami, Florida (USA)



New York City (USA)



Seattle, Washington (USA)



Washington DC (USA)



In House



Jersey, New Jersey (USA)



Toronto (Canada)

Africa



Baku (Azerbaijan)
(Thailand)



Maldives (Maldives)



Doha (Qatar)



Manila (Philippines)



Bali (Indonesia)



Bangkok



Beijing (China)



Singapore (Singapore)



Sydney (Australia)



Tokyo (Japan)



Jeddah (KSA)



Riyadh (KSA)



Dubai (UAE)



Kuala Lumpur (Malaysia)



Kuwait City (Kuwait)



Pulau Ujong (Singapore)



Jakarta (Indonesia)



Amman (Jordan)



Beirut (Lebanon)

UK Training
PARTNER

Blackbird Training Cities

Asia



Kigali (Rwanda)



Cape Town (South Africa)



Accra (Ghana)



Lagos (Nigeria)



Marrakesh (Morocco)



Nairobi (Kenya)



Zanzibar (Tanzania)



Tangier (Morocco)



Cairo (Egypt)



Sharm El-Sheikh (Egypt)



Casablanca (Morocco)



Tunis (Tunisia)



Blackbird Training Clients



UK Training
PARTNER

Blackbird Training Categories

Management & Admin

Professional Skills
Finance, Accounting, Budgeting
Media & Public Relations
Project Management
Human Resources
Audit & Quality Assurance
Marketing, Sales, Customer Service
Secretary & Admin
Supply Chain & Logistics
Management & Leadership
Agile and Elevation

Technical Courses

Hospital Management
Public Sector
Special Workshops
Oil & Gas Engineering
Telecom Engineering
IT & IT Engineering
Health & Safety
Law and Contract Management
Customs & Safety
Aviation
C-Suite Training



 International House 185 Tower Bridge
Road London SE1 2UF United Kingdom

 +44 7401 1773 35
+44 7480 775526

 Sales@blackbird-training.com

 www.blackbird-training.com



UK Training
PARTNER

The image features a chessboard graphic with several chess pieces (a king, a pawn, and a knight) on a checkered surface. The text 'UK Training PARTNER' is overlaid on the board, with 'PARTNER' in a larger, bold font.