

Strategic HR Business Partner

*Toronto (Canada)*

*5 - 9 May 2025*

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## Strategic HR Business Partner

Code: HR28 From: 5 - 9 May 2025 City: Toronto (Canada) Fees: 5700 Pound

### Introduction

The past few decades have seen dramatic changes in how the Human Resource profession is organized and how it aligns itself with the strategic orientation of the organization it serves. These changes have seen human resources adopt many of the practices from other functional groups like marketing, quality control and information management.

One of the key areas that has seen the greatest impact has been how the HR function is organized. This new structural model of HR helps the function balance efficiency and quality of customer service and consistency with adaptability. In order to make the new model work, HR must understand how the different parts of HR are coordinated to produce value for the organization.

The Human Resource Business Partner is the most strategic part of the HR team. They typically are experienced generalists but require a much deeper understanding of the business organization and how the HR function helps them achieve their goals.

### Course Objectives

- Understand the evolution of the HR Function to date and understand the context & role of the HR Business Partner in the 21<sup>st</sup> century
- Learn HR Business Partner Models, learn to conduct a Gap Analysis and steps to become strategic and align the HR Business Partner role with Business
- Develop the building blocks for becoming a Business Partner focused on developing rapport & empathy, establishing & maintaining trust and building credibility for themselves and the function
- Learn how to navigate politics and influence leaders to gain commitment and Buy-in
- Develop consulting skills for becoming an effective HR Business Partner. Learn about the different consultant roles, different consulting styles and consulting process
- How to 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
- Learn how to leverage HR Analytics to increase the impact of the HR Business Partner role

### Course Outlines

1 Day

Strategic Planning and Management

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

## 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

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 right side of the board.

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