BLACKBIRD FOR TRAINING

Strategic HR Business Partner Training: Roles & Competencies

27 September – 1 October 2027
Kigali (Rwanda)



Strategic HR Business Partner Training: Roles & Competencies

Ref: 3255901_212463 **Date:** 27 September – 1 October 2027 **Location:** Kigali (Rwanda) **Fees:** 4200 GBP

Introduction

The role of the HR Business Partner has become increasingly important as organizations seek stronger alignment between their people strategies and business objectives. Modern HR professionals are expected to move beyond administrative support and contribute directly to strategic planning, workforce performance, talent development, and organizational transformation.

This course provides a practical understanding of the HR Business Partner role and the capabilities required to perform it effectively. It explores how HR professionals can develop stronger business acumen, understand organizational priorities, and design HR initiatives that support measurable business results.

Participants will learn how to operate as trusted internal consultants, build productive relationships with stakeholders, influence decisions, and provide practical solutions to workforce and organizational challenges. The course also covers workforce planning, HR analytics, talent management, succession planning, performance management, employee engagement, organizational design, and change management.

Through practical discussions, business-focused activities, and applied learning, participants will strengthen their ability to become effective strategic partners and create sustainable value for their organizations.

Course Objectives

By the end of this course, participants will be able to:



- Understand the evolution and strategic importance of the HR Business Partner role.
- Identify the key responsibilities and core competencies required for effective HR Business Partnering.
- Differentiate between strategic HR responsibilities and operational HR activities.
- Understand different HRBP models and organizational structures.
- Develop stronger business acumen and commercial awareness.
- Understand business strategy and key financial and operational drivers.
- Align HR initiatives with organizational goals and strategic priorities.
- Apply effective workforce planning and talent management strategies.
- Use HR metrics and people analytics to support decision-making.
- Measure the impact and value of HR initiatives.
- Apply internal consulting frameworks and problem-solving techniques.
- Build strong relationships with senior leaders, managers, and key stakeholders.
- Improve communication, presentation, negotiation, and influencing skills.
- Influence decisions effectively without relying on formal authority.
- Support performance management and employee engagement initiatives.
- Develop talent management and succession planning strategies.
- Contribute to organizational design and workforce effectiveness.
- Support change management and cultural transformation initiatives.
- Manage strategic HR projects and cross-functional initiatives.
- Apply ethical principles and professional standards within the HRBP role.
- Develop a personal action plan for continued HR Business Partner growth.

Course Outline

Day 1: Foundations of HR Business Partnering

- Understanding the evolution of the HR Business Partner role.
- Identifying key responsibilities and core competencies.
- Differentiating between strategic and operational HR.
- Exploring HRBP models and organizational structures.

Day 2: Business Acumen and Strategic Alignment

- Understanding business strategy and key financial drivers.
- Aligning HR initiatives with organizational objectives.
- Applying workforce planning and talent strategies.
- Using HR metrics and analytics to measure impact.

Day 3: Consulting and Influencing Skills

- Applying internal consulting frameworks and techniques.
- Building strong stakeholder relationships.
- Enhancing communication and presentation skills.
- Influencing decisions without formal authority.



Day 4: Driving Organizational Effectiveness

- Supporting performance management and employee engagement.
- Developing talent and succession planning strategies.
- Improving organizational design and effectiveness.
- Leading change and cultural transformation initiatives.

Day 5: Advanced HRBP Skills and Action Planning

- Applying data-driven decision-making in HR.
- Managing HR projects and strategic initiatives.
- Understanding ethical considerations in HR roles.
- Developing a personal action plan for HRBP growth.

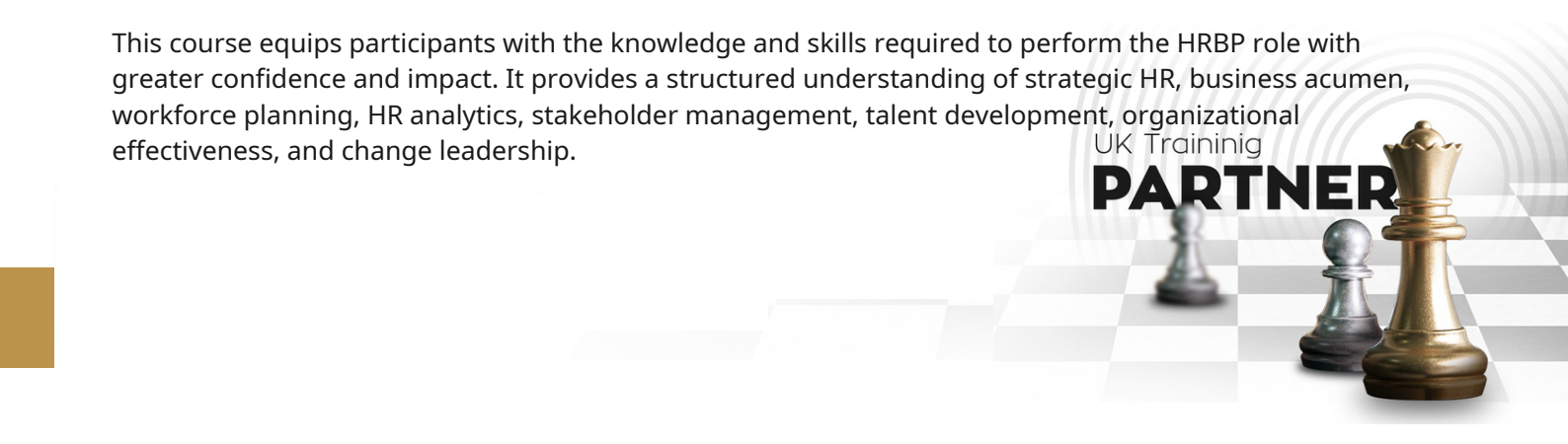
Why Attend this Course: Wins & Losses!

- A clear understanding of the modern HR Business Partner role.
- Greater confidence in moving from operational HR to strategic HR Business Partnering.
- Improved business acumen and understanding of organizational priorities.
- Stronger ability to align HR initiatives with business strategy.
- Practical workforce planning and talent management capabilities.
- Better use of HR metrics, workforce data, and people analytics.
- Improved internal consulting and problem-solving skills.
- Stronger stakeholder management and relationship-building capabilities.
- More effective communication, presentation, negotiation, and influencing skills.
- Greater confidence when advising managers and senior leaders.
- Practical methods for supporting employee engagement and performance management.
- Improved talent development and succession planning capabilities.
- Stronger understanding of organizational design and workforce effectiveness.
- The ability to support change management and cultural transformation.
- Greater confidence in managing strategic HR projects.
- A practical personal development plan for continued HRBP growth.

Conclusion

Effective HR Business Partnering requires a balanced combination of HR expertise, business understanding, analytical thinking, consulting capability, and relationship management. HR Business Partners must be able to understand organizational priorities, identify workforce challenges, and translate business needs into practical people strategies.

This course equips participants with the knowledge and skills required to perform the HRBP role with greater confidence and impact. It provides a structured understanding of strategic HR, business acumen, workforce planning, HR analytics, stakeholder management, talent development, organizational effectiveness, and change leadership.



Participants will learn how to build stronger relationships with business leaders, support evidence-based decisions, manage strategic HR initiatives, and demonstrate the contribution of Human Resources to organizational performance.

By the end of the course, participants will be better prepared to operate as trusted advisors, influence important business decisions, and support sustainable organizational growth through effective HR Business Partnering.

