



HR Business Partner





## HR Business Partner

### Introduction:

HRBPs are professional communicators who know HR policy and can help businesses find the root cause of employee challenges, such as turnover. This is the model by which we can understand and realize HR's role as a strategic force within an organization. In order for this to happen, an organization needs to rethink the way they position their People Team and how they are viewed in the greater organization.

### Course Objectives:

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

- Enhancing Strategic Thinking
- Aligning HR Goals with Organizational Objectives
- Driving Business Results through HR Initiatives
- Navigating Organizational Change
- Equip HR Professionals with Strategic Skills
- Understanding Organizational Strategy

### Targeted Audience:

- HR Generalists
- HR Managers
- Aspiring HR Business Partners
- Seeking HR Collaboration
- Interested in HR's Role in Strategy
- Career Changers
- Cross-Functional Professionals

### Course Outline:

#### Unit 1: Building HR Business Partner Foundations

- Defining the HRBP Role

- Required Skills and Competencies
- Role in Talent Management
- HR's Contribution to Strategic Goals
- HR Metrics for Alignment

## Unit 2: HR Business Partnering in Talent Management

- Effective Recruitment Practices
- Employer Branding
- Diversity and Inclusion in Hiring
- Setting SMART Goals
- Performance Reviews and Feedback
- Coaching and Mentoring

## Unit 3: HR Business Partnering in Organizational Development

- Understanding Change Models
- Role of HR in Change Initiatives
- Overcoming Resistance to Change
- Shaping Organizational Culture
- Values Alignment
- Cultural Assessments

## Unit 4: HR Business Partnering in Employee Relations

- Employee Rights and Obligations
- HR's Role in Conflict Resolution
- Promoting Fairness
- Handling Employee Complaints
- Investigative Techniques
- Legal Compliance

## Unit 5: Measuring HRBP Effectiveness and Continuous Improvement

- Defining HRBP Success Metrics
- Balanced Scorecards
- ROI in HR Initiatives
- HRBP and Ethics
- Handling Ethical Dilemmas
- Ethical Decision-Making Models