

5-day Interactive Training Course

# Strategic HR Business Partner

Integrating People Strategy with Business Goals

12 Aug - 16 Aug 2024	Dubai - UAE	US\$ 4,950
18 Nov - 22 Nov 2024	Athens - Greece	US\$ 5,950
06 Jan - 10 Jan 2025	London - UK	US\$ 5,950
03 Mar - 07 Mar 2025	London - UK	US\$ 5,950
16 Jun - 20 Jun 2025	Barcelona - Spain	US\$ 5,950
11 Aug - 15 Aug 2025	Dubai - UAE	US\$ 4,950



# Strategic HR Business Partner

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## About the Course

This 5-day comprehensive Strategic HR Business Partner training course is designed to align HR professionals with their organisations' core business objectives. It emphasizes the crucial role of integrating people strategy with business goals. An immersive program, it equips HR practitioners with the tools, insights, and frameworks necessary to transition from traditional HR roles to strategic partners who drive organisational success.

Delegates will delve into the latest strategic HR practices, learn to analyse business models, identify workforce needs aligned with the organisational direction, and implement HR strategies that directly contribute to business outcomes. It highlights the importance of building a strong employer brand, enhancing employee engagement and productivity, and fostering a culture of continuous improvement. Through real-world case studies and expert-led discussions, delegates will gain a deep understanding of how to effectively manage change, navigate the complexities of modern business environments, and lead with a strategic vision.

By the end of this training program, HR professionals will be empowered to act as key influencers in their organisations, adept at linking people strategy to business priorities. They will leave with a strategic HR plan tailored to their organisation's unique needs, ready to implement changes that enhance performance, drive growth, and ensure their company remains competitive in a rapidly evolving marketplace. It is a transformative journey for HR professionals aspiring to make a significant impact as strategic business partners.

## Core Objectives

The delegates will achieve the following objectives:

- Understand the fundamental responsibilities of HR business partners and explain their importance in aligning HR strategies with business objectives
- Apply advanced talent management strategies to attract, develop, and retain top talent, aligning workforce capabilities with long-term organisational needs
- Analyse current organisational structures and cultures to identify development opportunities that support strategic goals and enhance performance
- Assess various HR analytics tools and methodologies to determine their effectiveness in generating insights for strategic decision-making

- Synthesize HR and business data to create comprehensive, data-driven HR strategies that support organisational objectives and improve decision-making processes
- Design and plan change management initiatives that facilitate organisational transformation and align with strategic business goals
- Implement targeted talent development programs designed to build critical competencies and prepare the workforce for future challenges and opportunities
- Evaluate existing HR processes and practices, identifying areas for improvement and innovation to support strategic business objectives better

## Training Approach

A blended learning approach drives this training course and draws on various adult learning techniques such as action learning, experiential exercises, group discussions, video case studies, role play, and self-reflection activities. The resulting variety helps delegates stay engaged throughout the program, feel challenged, and draw quick wins for their development. It also ensures delegates are exposed to ample opportunities to apply what they learn to the real-world challenges they face back in the workplace.

## The Attendees

The training course is designed for a select group of HR professionals. They are at the forefront of bridging organisational objectives with talent strategy, seeking to deepen their strategic impact and drive meaningful business outcomes.

Likewise, it will be valuable to the professionals but not limited to the following:

- Senior HR Business Partner
- HR Business Partner
- HR Director
- HR Generalist
- Talent Development Director
- People Manager
- Talent Analyst

# DAILY DISCUSSION

## DAY ONE

### FOUNDATIONS OF STRATEGIC HR PARTNERSHIP

- Overview of the Evolving Role of HR in Business Strategy
- Aligning HR Functions with Business Objectives for Synergy
- Business Strategies, Models, and Competitive Landscape Analysis
- Role of HR in Strategic Planning and Execution
- Assessment of Current HR Practices
- Strategic Alignment Mapping
- Leadership Qualities Necessary for Strategic HR Partners
- Barriers to Strategic HR
- Analysing Successful Strategic HR Interventions
- Setting Personal Objectives to Become a Strategic HR Partner

## DAY TWO

### MASTERING TALENT MANAGEMENT STRATEGIES

- Talent Acquisition in Strategic HR
- Techniques for Developing High-potential Employees
- Talent Retention Strategies: Innovations in Retaining Key Personnel
- Succession Planning: Preparing for Future Leadership and Talent Needs
- Strategies for Continuous Talent Development
- Designing Talent Management Frameworks
- Performance Metrics with Strategic Goals
- Strategies for Enhancing Engagement and Productivity
- Diversity and Inclusion in Talent Management
- Leveraging Technology in Talent Management

## DAY THREE

### LEADING ORGANISATIONAL DEVELOPMENT AND CHANGE

- Organisational Culture as a Strategic Asset
- Change Management Theories and Models
- Role of HR in Leading Change
- Strategies to Manage and Mitigate Resistance
- Effective Communication during Organisational Change
- Change Management Strategy Design

- Leaders within the Organisation for Strategic Goals
- Successful Change Initiatives
- Hypothetical Organisational Challenges
- Developing Individual Action Plans for Implementing Change

## DAY FOUR

### DATA-DRIVEN HR DECISION-MAKING

- Fundamentals of Data in Strategic HR Decision-making.
- Techniques for Collecting and Analysing HR Data
- Strategic HR Key Performance Indicators
- Data for Forecasting and Planning
- HR Analytics Tools
- Data-Driven Strategy Development
- Visualising and Reporting Data to Stakeholders
- Ethical Considerations in HR Analytics
- Data-Driven HR Initiatives: From Conception to Pitch
- Integrating HR Data with Business Intelligence

## DAY FIVE

### BECOMING A STRATEGIC HR LEADER

- Strategic Leadership in HR
- Influencing Decision-makers and Stakeholders Techniques
- Mastering Communication for Strategic Impact
- Building Strategic Partnerships
- Leading HR Innovation for Organisational Success
- Personal Branding as an HR Leader
- The Role of Mentorship in Strategic HR Development
- Personalised Strategic HR Action Plan
- Crisis Management and Resilience in HR
- Sustainability and Social Responsibility in HR Practices



## THE CERTIFICATE

**XCalibre Training Centre Certificate of Completion will be provided to delegates who attended and completed the training course.**