

Course Overview:

There are tons of roles, all with the title of HR Business Partner, underpinned by different job profiles. As a matter of fact, there is a clear variation in terms of role accountability and expectations. This course aims at providing attendees with a clear understanding of what is exactly meant by HR business partnership based on best practices in the field of modern HR management.

Course Objective:

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

- Describe the full implications of the modern role of in HR in becoming the 'architect of the talent machine'
- Recognize how the role of HR business partner can add value to the organization and contribute to the achievement of planned objectives
- Identify that the role of HR business partner is actually made up of four jobs, not just one
- Apply the various roles and responsibilities associated with the role of HR business partner
- Develop and demonstrate the fundamental competencies required for an effective HR business partner performance

Course Outline:

- Definition of HR: get, keep, grow
- Overview of traditional HR functions
- HR now and then
- Competency based HR
- The new HR: from service provider to 'architect of the talent machine'
- HR modern day definition: business results, not just HR results
- Anatomy of the HR challenge
- HR management risk
- The corporate talent system
- The fundamental HR business partner model
- HR business partner
 - Strategic partner
 - Administrative expert
 - Employee champion
 - Emergency responder
 - Employee mediator
- Impact on the business of the different jobs of the HR business partner.
- Skills and competencies for HR business partners
- Business acumen
- Focus on organization's financials
- Demonstrating strong business analytics
- Workforce planning
- Succession planning

Training Language:

Eng/Ar

Training Methodology:

- Presentation & Slides
- Audio Visual Aids
- Interactive Discussion
- Participatory Exercise
- Action Learning
- Class Activities
- Case Studies
- Workshops
- Simulation

- Identifying talent issues before they impact the business
- Identifying and implementing critical HR metrics
- Aligning HR KPIs with organizational KPIs
- Use of HR KPIs in measuring the impact of HR initiatives that contribute to the bottom line.
- Flawless implementation of HR policies, procedures and systems
- Communicating organizational culture to employees
- Assessing employee attitudes
- Tracking trends in employee behavior
- Communicating policies and procedures to employees
- Keeping the line manager updated on HR initiatives
- Managing conflict between managers
- Responding to organizational changes
- Resolving problems in the execution of business plans

Who Should Attend:

- HR professionals and line or business managers.
- HR generalists or HR specialists seeking to gain further practical skills and up-to-date insights in all of the key domains of HR
- Individuals currently working in HR who lack a formal academic qualification in business or HR
- Individuals considering transitioning into an HR managerial role