

## HR AS STRATEGIC BUSINESS PARTNER

“Positioning HR as a Driver of Business Strategy, Performance, and Organizational Growth”

### Schedule

Date	Venue	Fees (Face-to-Face)
28 - 29 Jan 2026	Doha, Qatar	USD 1995 per delegate
10 - 11 Jun 2026	Kuwait	USD 1995 per delegate
29 - 30 Sep 2026	Muscat, Oman	USD 1995 per delegate

► Available delivery methods: Face-to-Face & Online Training

### Introduction

Human Resources is no longer a support function—it is a strategic engine that drives innovation, performance, and transformation. Organizations that embed HR into business strategy outperform peers in talent acquisition, leadership development, culture building, and financial outcomes. This intensive two-day course equips HR professionals with the skills and mindset to function as true business partners. Participants will learn how to connect HR initiatives to strategic priorities, influence executive decision-making, and lead cross-functional performance through people strategy.

### Objectives

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

- Define the strategic role of HR in organizational success.
- Align HR strategies with corporate vision, mission, and KPIs.
- Develop HR scorecards and analytics to measure value contribution.
- Build internal credibility with leadership and business units.
- Influence change management, culture, and organizational design.
- Lead talent strategies that support business transformation.

## Why Attend

- Shift from transactional HR to value-driven, strategic leadership.
- Learn frameworks used by leading CHROs and HRBPs.
- Build consultative and influencing skills to partner with executives.
- Translate business goals into actionable people plans.
- Position HR as a catalyst for growth and innovation.

## Target Audience

### This program is designed for:

- HR Business Partners and Generalists
- HR Managers and Heads of HR
- Organizational Development and Talent Leaders
- HR Analysts and Planners
- Executives transitioning to strategic HR roles.

## Individual Benefits

### Key competencies that will be developed include:

- Strategic planning and business alignment
- Consulting and stakeholder management
- Performance metrics and ROI analysis
- Leadership presence and communication influence
- HR analytics and evidence-based decision-making

## Organizational Benefits

### Upon completing the training course, participants will demonstrate:

- Stronger integration of people strategy with business planning
- Enhanced HR credibility and collaboration with executive leadership
- Measurable contribution to innovation, growth, and efficiency
- A talent-first culture aligned with organizational goals
- Increased agility in responding to market and workforce shifts.

## Instructional Methodology

### The course follows a blended learning approach combining theory with practice:

- Strategic Lectures – Models, frameworks, and case studies
- Workshops – Creating HR strategic plans and scorecards
- Peer Interaction – Scenario-based group decision making
- Simulation – HRBP leadership in a real-world business case
- Tools – Strategy maps, stakeholder maps, and dashboards
- Guided Reflection – Insights on mindset shifts and next steps

## Course Outline

### Detailed 2-Day Course Outline

Training Hours: 7:30 AM – 3:30 PM Daily Format: 2–3 Learning Modules | Coffee breaks: 09:30 & 11:15 | Lunch Buffet: 01:00 – 02:00

#### Day 1: The Strategic HR Mindset

• **Module 1: Evolution of HR as a Strategic Partner (07:30 – 09:30)**

- From administration to strategy: key paradigm shifts
- The HRBP model and its role in transformation
- Benchmarking HR maturity across industries

• **Module 2: Aligning HR with Business Strategy (09:45 – 11:15)**

- Understanding business models and strategic plans
- Creating HR strategies linked to growth objectives
- Case study: translating business challenges into people initiatives

• **Module 3: Building Credibility with Business Leaders (11:30 – 01:00)**

- Speaking the language of business: finance, risk, and productivity
- HR's role in change, culture, and governance
- Relationship-building with line managers and C-suite

• **Module 4: Workshop – Creating a Strategic HR Contribution Map (02:00 – 03:30)**

- Participants map HR activities to business value chain
- Peer review and instructor feedback

#### Day 2: Tools, Influence & Action Planning

• **Module 5: Metrics and Dashboards for HR Strategy (07:30 – 09:30)**

- Building HR scorecards and reporting frameworks
- Key metrics for talent, engagement, and performance
- Aligning KPIs to leadership and board expectations

• **Module 6: Influencing Without Authority (09:45 – 11:15)**

- Stakeholder mapping and influence strategies
- Presenting recommendations with clarity and impact
- Building trust and overcoming resistance

• **Module 7: Driving Organizational Culture and Talent Strategy (11:30 – 01:00)**

- Designing culture transformation initiatives
- Strategic workforce planning and succession
- Leadership development and high-potential strategies

• **Module 8: Final Action Planning and Course Wrap-Up (02:00 – 03:30)**

- Drafting individual HRBP development plans
- Group feedback, peer coaching, and next steps

## Certification

Participants who complete the program will receive a Certificate of Completion in **HR as Strategic Business Partner**, recognizing their readiness to lead strategic HR functions that drive business value.

## Why Choose MAWA Events

- **Global Expertise:** More than 17 years of experience in professional training and consulting.
- **Industry-Leading Faculty:** Courses delivered by seasoned professionals with hands-on experience.
- **Practical Insights:** Learn to turn theory into actionable strategies for real-world business impact.
- **Client-Focused Solutions:** Customized programs designed to achieve your organisation’s unique goals.

<p><b>In-House / Customized Training</b></p> <p>Interested in running this course for your team?</p> <p>Please contact us:</p>	<p>TEL:</p> <p><b>+601116373203</b></p>	<p>EMAIL:</p> <p><b>info@mawaevents.net</b></p>
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