MAWA EVENTS

Address: No. 857, Block A2. Leisure Commerce Square - No 9., 46150 Petaling Jaya, Selangor, Malaysia

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ADVANCE HR STRATEGIC BUSINESS PARTNER

"Elevating HR's Role in Driving Organizational Strategy and Performance"

Schedule

Date	Venue	Fees (Face-to-Face)
10 – 11 Dec 2026	Dubai, UAE	USD 1995 per delegate

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

Introduction

In today's fast-paced business landscape, HR professionals must evolve into true strategic partners—collaborating with leaders to shape business outcomes, lead transformation, and maximize workforce potential. The traditional HR role is no longer sufficient; instead, HR must bring data-driven insights, organizational agility, and strategic foresight to the executive table.

This 2-day advanced program is designed for experienced HR practitioners seeking to deepen their influence and impact as Strategic Business Partners (SBPs). Participants will learn how to align HR initiatives with business priorities, advise senior leadership, and implement talent strategies that drive performance and growth.

Objectives

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

- Function as a proactive and trusted advisor to business leaders
- Translate business strategy into aligned HR and talent priorities
- Drive organizational change, culture, and capability building
- Leverage analytics to influence strategic workforce decisions
- Strengthen internal consulting, influencing, and business acumen skills

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Why Attend

- To transition from operational HR to strategic partnership
- To increase credibility and influence in executive decision-making
- To apply strategic thinking and business language in HR contexts
- To lead workforce strategies that impact enterprise performance
- To build high-trust relationships with key stakeholders

Target Audience

This program is designed for:

- Senior HR professionals and HR business partners
- HR managers transitioning to strategic roles
- Organizational development and talent leaders
- HR leaders supporting C-suite executives
- Professionals preparing for executive HR roles

Individual Benefits

Key competencies that will be developed include:

- Strategic alignment of HR and business objectives
- Stakeholder management and internal consulting
- Talent strategy execution and organizational design
- HR metrics and decision support analytics
- Change enablement and transformation leadership

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Closer integration between HR and business strategies
- Enhanced leadership advisory capabilities within HR
- More effective talent planning aligned with future needs
- Stronger collaboration across functional departments
- Increased organizational agility through HR enablement

Instructional Methodology

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

- Strategy Briefings – Business alignment frameworks and HRBP models
- Case Studies – Real-life HRBP success stories and pitfalls
- Workshops – Stakeholder mapping, strategic consulting simulations, and talent planning
- Peer Exchange – Dialogue on influence, credibility, and executive partnering
- Tools – Business acumen checklists, HR strategy maps, and advisory templates

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Course Outline

Detailed 2-Day Course Outline

Training Hours: 7:30 AM – 3:30 PM **Daily Format:** 3–4 Learning Modules | Coffee breaks: 09:30 & 11:15 | Lunch Buffet: 01:00 – 02:00

Day 1: Strategic Mindset and Business Alignment

- Module 1: The Role of the Strategic HR Business Partner (07:30 – 09:30) • Evolving expectations of HR leaders • HRBP models and competencies
- Module 2: Aligning HR with Business Strategy (09:45 – 11:15) • Translating organizational goals into HR priorities • Identifying drivers of business performance
- Module 3: Workshop – HR Strategy Mapping (11:30 – 01:00) • Creating a strategic roadmap aligned with business outcomes
- Module 4: Business Acumen for HR Professionals (02:00 – 03:30) • Reading financials and understanding KPIs • Speaking the language of business leaders

Day 2: Leadership, Consulting, and Change Enablement

- Module 5: Consulting and Influencing Executives (07:30 – 09:30) • Building trust-based relationships • Presenting data and recommendations with impact
- Module 6: Workforce Planning and Capability Building (09:45 – 11:15) • Succession planning, skills gap analysis, and future readiness • Aligning talent development with business strategy
- Module 7: Workshop – Internal Advisory Simulation (11:30 – 01:00) • Role-play consulting session with executive team scenarios
- Module 8: Leading Organizational Change (02:00 – 03:30) • Change management principles and HR's role as a catalyst • Enabling leaders and employees through transformation

Certification

Participants will receive a Certificate of Completion in Advance HR Strategic Business Partner, validating their ability to operate as high-impact HR leaders driving business success through strategic HR partnership.

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.

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

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