

ADVANCED HR STRATEGIC BUSINESS PARTNER

“Maximizing HR’s Impact on Business Growth Through Strategic Alignment and Leadership”

Schedule

Date	Venue	Fees (Face-to-Face)
11 - 12 Dec 2026	Dubai, UAE	USD 1995 per delegate

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

Introduction

Today’s dynamic business environment demands HR professionals to go beyond traditional support roles and act as strategic business enablers. As organizations face rapid digital change, talent shortages, and shifting market conditions, HR must help shape strategy, develop leaders, and drive organizational agility.

This 2-day advanced training program is designed for experienced HR professionals ready to expand their influence and capability as Strategic Business Partners (SBPs). Through real-world frameworks, interactive workshops, and practical case discussions, participants will learn how to deliver measurable business impact through HR strategy, analytics, and internal consulting.

Objectives

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

- Translate business strategy into actionable HR plans
- Operate as credible internal consultants to senior leaders
- Lead change and transformation initiatives across the organization
- Use workforce analytics to support strategic decisions
- Build strong partnerships with executives and cross-functional leaders

Why Attend

- To elevate your role as a high-impact HR business partner
- To influence business outcomes through strategic HR leadership
- To apply HR analytics for workforce planning and performance
- To lead talent, change, and culture initiatives aligned with business priorities
- To gain tools and confidence to engage with top leadership teams

Target Audience

This program is designed for:

- Senior HR professionals and HR business partners
- HR managers aiming to transition into strategic roles
- Talent management, OD, and leadership development leaders
- Professionals supporting executive teams and cross-functional planning

Individual Benefits

Key competencies that will be developed include:

- Strategic alignment and business acumen
- Executive influence and stakeholder consulting
- Workforce planning and analytics
- Change leadership and transformation capability
- Talent strategy integration with business needs

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Stronger alignment between HR and business strategy
- Enhanced leadership support from HR functions
- Greater agility in responding to workforce and market changes
- Improved cross-functional collaboration and innovation
- Measurable impact of HR programs on organizational success

Instructional Methodology

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

- Strategy Briefings - Best practices in HR strategy, leadership engagement, and transformation
- Case Studies - Real-life scenarios on HR's impact in business growth and change
- Workshops - Role-play, stakeholder mapping, HR planning, and internal consulting simulations
- Peer Exchange - Experience sharing on challenges, insights, and strategic partnerships
- Tools - Strategic HR planning templates, advisory checklists, and business alignment frameworks

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 Partnership and HR Leadership

- Module 1: Repositioning HR as a Strategic Business Partner (07:30 – 09:30) • Evolution of the HRBP role • Building HR credibility and business alignment
- Module 2: Translating Strategy into Workforce Priorities (09:45 – 11:15) • Understanding key business drivers and priorities • Linking HR programs to performance goals
- Module 3: Workshop – Strategic HR Mapping (11:30 – 01:00) • Creating an HR strategy roadmap to support business needs
- Module 4: Business Acumen and Financial Fluency for HR (02:00 – 03:30) • Interpreting financial data and KPIs • Speaking the language of business

Day 2: Influencing Change and Leading Through Analytics

- Module 5: Internal Consulting and Executive Influence (07:30 – 09:30) • Building trust with senior leaders • Framing HR insights into strategic advice
- Module 6: Workforce Analytics and Talent Strategy (09:45 – 11:15) • Using data to forecast talent gaps and measure impact • Talent segmentation and workforce scenario planning
- Module 7: Workshop – HRBP Simulation and Role Play (11:30 – 01:00) • Consulting scenario with cross-functional executive team
- Module 8: Leading Transformation and Organizational Change (02:00 – 03:30) • The HRBP’s role in digital, structural, and cultural change • Designing agile HR programs for sustained impact

Certification

Participants will receive a Certificate of Completion in Advanced HR Strategic Business Partner, validating their readiness to lead HR as a strategic driver of organizational success.

Why Choose MAWA Events

- **Global Expertise:** More than 17 years of experience in professional training and consulting.
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