

HR BUSINESS PARTNER - ROLES, RESPONSIBILITIES AND COMPETENCIES

“Transforming HR into a Strategic Business Partner”

Schedule

Venue (InHouse)	Fees
At Your Organization Premises	Ask For The Quotation

Introduction

The modern HR function is no longer confined to administrative tasks—it’s a vital strategic partner that drives organizational success. The HR Business Partner (HRBP) model empowers HR professionals to align people strategies with business goals. This course provides a comprehensive understanding of the roles, responsibilities, and competencies of an effective HR Business Partner. Participants will learn how to influence business outcomes, build strong relationships with leaders, and contribute to organizational strategy through data-driven and people-centered approaches.

Objectives

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

- Understand the evolution and purpose of the HR Business Partner role.
- Identify the key responsibilities and core competencies of an HRBP.
- Align HR strategies with organizational objectives.
- Develop strategic communication and consulting skills.
- Use HR metrics and analytics for business decision-making.
- Build influence and credibility with senior management and stakeholders.

Why Attend

This course is essential for HR professionals aiming to move beyond operational tasks and become trusted advisors to business leaders. Attendees will gain the knowledge and tools needed to transition from a traditional HR role to a strategic business partner, driving both employee engagement and organizational performance.

Target Audience

- HR Managers and Executives
- HR Business Partners and Advisors
- HR Generalists aspiring to move into HRBP roles
- Department Heads and Team Leaders involved in HR collaboration
- Organizational Development Professionals

Individual Benefits

- Strengthen your strategic and consulting skills.
- Learn to communicate HR's value in business terms.
- Gain confidence in partnering with leadership teams.
- Build expertise in HR analytics and organizational strategy.

Organizational Benefits

- Enhanced alignment between HR and business objectives.
- Improved leadership collaboration and decision-making.
- Increased employee performance and engagement.
- Stronger, data-informed HR strategies for sustainable growth.

Instructional Methodology

- Interactive Lectures and Discussions
- Real-Life Business Partnering Case Studies
- Group Exercises and Role-Playing
- Practical Frameworks and Tools
- Assessments and Self-Evaluation

Course Outline

Module 1: Introduction to the HR Business Partner Model

- Evolution of HR: From traditional HR to strategic partnership
- The role and value of an HR Business Partner

Module 2: Core Roles and Responsibilities of an HRBP

- Strategic advisor and consultant
- Change agent and culture builder
- Talent strategist and performance enabler

Module 3: Key Competencies for Effective HRBPs

- Business acumen and strategic thinking
- Relationship management and influencing skills
- Emotional intelligence and communication

Module 4: Aligning HR Strategy with Business Goals

- Understanding business drivers and priorities
- Linking HR initiatives to business outcomes

Module 5: HR Metrics and Analytics for HRBPs

- Using data to support HR decisions
- Measuring and communicating HR impact

Module 6: Partnering with Leaders and Stakeholders

- Building trust and credibility
- Managing conflict and facilitating collaboration

Module 7: Developing an HRBP Mindset and Roadmap

- Transitioning from operational HR to strategic HR
- Continuous development and future HR trends

Certification

Participants who complete the program successfully will receive a Certificate in HR Business Partner – Roles, Responsibilities and Competencies.

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?

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