

# Decoding Secrets for Being an Effective HR Business Partner

## Two-Day Workshop

Dates & Schedule:

**Day 1: Day 2:** 9:00 AM - 5:30 PM

Short Course Description:

This immersive two-day workshop is tailored to equip HR professionals with essential knowledge, skills, and tools to thrive as HR Business Partners (HRBPs). Engage in interactive sessions, hands-on exercises, and case studies, and develop an Individual Development Plan (IDP) to advance your career as an effective HRBP.

Day 1: Foundation and Strategic Partnership

### **9:00 AM - 9:30 AM: Introduction and Workshop Objectives**

- Overview of the HRBP role.
- Setting expectations and objectives for the workshop.

### **9:30 AM - 11:00 AM: Understanding the HRBP Role**

- History and evolution of the HRBP role.
- Key competencies required for HRBPs.
- Aligning HR strategy with business goals.
- **Activity:** Role-play scenarios to understand real-life HRBP challenges.

### **11:15 AM - 1:00 PM: HR Subject Matter Expertise**

- Mastery of core HR functions: Talent Management, Performance Management, Employee Relations.
- Legal and compliance considerations in HR.
- **Case Study:** Analyzing a complex employee relations issue.

- **Activity:** Group discussions on handling HR challenges.

### **1:00 PM - 2:00 PM: Lunch Break**

### **2:00 PM - 3:30 PM: Strategic Workforce Planning**

- Workforce analytics and data-driven HR decisions.
- Succession planning and talent pipeline management.
- **Hands-on Exercise:** Developing a workforce planning strategy.

### **3:45 PM - 5:00 PM: Building Business Acumen**

- Understanding business models and financial acumen.
- Linking HR initiatives to business outcomes.
- **Discussion:** Industry best practices for integrating HR into business strategies.

### **5:00 PM - 5:30 PM: Day 1 Wrap-Up and Reflection**

- Recap of the day's learning.
- Q&A and open discussion.

## Day 2: Enhancing Influence and Driving Impact

### **9:00 AM - 10:30 AM: Leadership and Influence**

- Developing leadership presence as an HRBP.
- Influencing without authority.
- **Activity:** Leadership style assessment and peer feedback.

### **10:45 AM - 12:15 PM: Change Management and Organizational Development**

- Driving change initiatives and managing resistance.
- Role of HRBPs in shaping organizational culture.
- **Case Study:** Implementing a change management strategy in a complex organization.

### **12:15 PM - 1:15 PM: Lunch Break**

### **1:15 PM - 2:45 PM: Advanced Communication Skills for HRBPs**

- Effective communication with stakeholders at all levels.
- Conflict resolution and negotiation skills.
- **Role-Play:** Conducting difficult conversations with senior management.

### **3:00 PM - 4:00 PM: Developing a Personal HRBP Brand**

- Crafting a personal brand as an HRBP.
- Networking and continuous learning strategies.
- **Hands-on Exercise:** Creating a personal brand statement.

### **4:00 PM - 5:00 PM: Creating an Individual Development Plan (IDP)**

- Assessing personal strengths and development areas.
- Setting career goals and action plans.
- **Activity:** Participants create their own IDP with facilitator guidance.

#### **5:00 PM - 5:30 PM: Final Reflection and Q&A**

- Summary of key takeaways.
- Open discussion and Q&A.
- **Closing Remarks.**

#### Training Delivery Methodology:

- **Interactive Discussions:** Facilitated dialogues to encourage sharing of ideas and experiences.
- **Case Studies:** Real-world examples to apply theoretical knowledge.
- **Hands-on Exercises:** Practical exercises to build relevant skills.
- **Role-Playing:** Simulated scenarios to practice HRBP-related tasks.
- **Peer Feedback:** Opportunities for participants to give and receive feedback.
- **Individual Development Plan (IDP):** Personalized action plans for post-workshop development.
- **Industry Best Practices:** Incorporation of successful practices from leading organizations.

This workshop ensures participants not only learn but also practice and refine their skills in a supportive environment.