

# The Strategic HR Business Partner: from Support Function to Strategic Growth Partner

## Human Resources



9174



In-Class



16 hours



EGP 6,090

### Course Description:

The necessity of building a continuous link between HR and business leaders has driven Dave Ulrich to introduce the HRBP model to the world of HR. This model helps HR to move from a support function to a strategic partner to business leadership.

### Target Audience:

This course is intended for HR Business Partners and Mid to Senior-Level HR Leaders & Managers.

### Course objectives:

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

- Explore the Dave Ulrich HRBP Model and identify and assess the core competencies.
- Build consultative skills to align HR initiatives with stakeholder business agendas and drive collaborative action planning.
- Acquire data-driven methods by translating people data into business impact through metrics, change leadership, and executive storytelling.

### Course Outline:

#### Module 1: The HRBP Model- concept and implementation

- The Dave Ulrich Model for the HRBP
- The critical competencies for an effective HRBP
- Self-assessment and how to develop forward

#### Module 2: Partnering with the business

- Your stakeholder and his business agenda
- Developing an effective action plan
- Consultative Selling to manage your business partner

#### Module 3: Executing HRBP strategic practices

- Talk numbers; HR metrics and deliverables
- Be the Change Agent- Kotter's \* steps applied to HR projects
- Executive Storytelling\_ data visualization and boardroom presentations

### Assessment Strategy:

Participants will be informally assessed based on their interaction during sessions and their participation in group exercises.

### Program language:

English

### Prerequisites:

N/A