

Strategic HRBP: from Support Function to Strategic Growth Partner

Human Capital



10523



In-Class



16 hours



EGP 7,575

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 this 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 the group exercises.

Course Language:

- Training Material: English
- Facilitation: Bilingual

Prerequisites:

None