



Course : Advanced Course in Strategic HR Business Partner

A specialized program that develops advanced competencies in aligning human resource strategies with business objectives, fostering organizational effectiveness, leadership collaboration, and data-driven decision-making in strategic HR practices.

City :	Amsterdam	Hotel :	Hotel Okura Amsterdam
Start Date :	2025-12-08	End Date :	2025-12-12

HighPoint Training and Management Consultancy

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Duration :

1 Week

Price :

5950 \$

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Course Overview

Over the past several decades, the Human Resource profession has undergone significant transformation in both its structure and its strategic contribution to organizations.

HR has increasingly adopted best practices from fields such as marketing, quality management, and information systems to enhance its effectiveness and alignment with organizational goals.

One of the most influential developments has been the evolution of the HR operating model.

At the center of this transformation is the role of the Human Resource Business Partner (HRBP).

As the most strategic member of the HR team, the HRBP is typically an experienced generalist who must also possess an in depth understanding of the business its priorities, challenges, and objectives and how HR can drive performance and success.

Course Objectives

- Understand the evolution of the HR function and explore the modern context and role of the HR Business Partner in the 21st century.
- Learn key HR Business Partner models, conduct gap analysis, and identify steps to become more strategic and aligned with business objectives.
- Build the essential foundations of effective business partnering, including rapport-building, empathy, trust, and personal and functional credibility.
- Navigate organizational politics and influence leaders to gain commitment and secure buy-in.
- Develop strong consulting capabilities by understanding consulting roles, styles, and a structured consulting process.
- Become a Change Champion by managing and facilitating change as a core responsibility of the HR Business Partner role.
- Partner with leaders, teams, and stakeholders to drive and sustain successful change initiatives.
- Leverage HR analytics to strengthen the impact and strategic contribution of the HR Business Partner.

Target Audience

This Strategic HR Business Partner training course is designed for functional leaders, people leaders, and individual contributors seeking to advance their careers by elevating personal proficiencies, leading high

impact HR teams, and executing talent strategies that have a measurable impact on the business.

Some of the roles that will benefit from this course include:

- Senior HR Business Partner
- HR Business Partner
- HR Director
- HR Generalist
- Talent Development Director
- People Manager
- Talent Analyst

Methodology

This Strategic HR Business Partner training course will utilize a variety of methods including case studies, videos and other media as well as power point slides to communicate and deliver the course objectives. The training course is interactive and will require participation in both small groups and with the entire audience.

Course Outline

Day 1:

Strategic Planning and Management

- Introduction to Strategic Planning
- Business Acumen
- Mission, vision, values
- Different Strategies
- Implementing and Evaluating Strategy

Day 2:

Structure of the Human Resource Functions

- The Strategic role of HR
- Internal Stakeholders
- The HR Organization
- Demonstrating the Value of HR
- Enhancing the Effectiveness of HR

Day 3:

Talent Acquisition

- Organizational Staffing Requirements
- Job Analysis and Documentation
- Sourcing and Recruiting Methods
- The Selection Process
- Onboarding and Assimilation

Day 4:

Workforce Management

- Workforce Planning and Analysis
- Workforce Management
- Understanding Employee Engagement
- Assessing Employee Engagement
- Engaging Employees from Hire to Separation
- Measuring Effectiveness and Sustaining Improvement

Day 5:

Leadership and Navigation

- Leadership Techniques and Theories
- People Management Techniques
- Working within the Parameters of the Organization
- Influencing Colleagues
- Ethical Business Practices and Principle
- Codes of Conduct

Certificates

Upon successful completion of this training program, participants will be formally awarded a HighPoint Certificate, recognizing their demonstrated knowledge and competencies in the subject matter. This certificate serves as an official testament to their proficiency and commitment to professional development