HRBP: Becoming a Strategic Influencer

Intended Audience	Mid-Level	**Delivery Options**	• In-Person • Live Online
HR Competencies	• Business Acumen • Analytical Aptitude • HR Expertise (HR Knowledge)	**Recertification***	SHRM: 15 PDCs

Program Goal

Your organization relies on you to anticipate and predict its people needs. This highly interactive program will help you build confidence and skills so you can become a true HR partner who can deliver for both your organization and its people. Explore how to artfully move from meeting tactical business demands to focusing on the strategic work the business needs by using data and metrics to drive change. A highly experiential case study is woven throughout the program, allowing participants to practice what they've learned and to use it as a valuable resource going forward.

Program Objectives

This program is designed to provide you with the knowledge and skills necessary to:

- Embrace the critical attributes of a strategic HR business partner (HRBP).
- Elevate your business acumen to effectively work with business leaders on HR initiatives that drive business performance, productivity and profitability.
- Integrate key performance indicators and business metrics into your needs analysis and presentation of potential HR solutions.
- Adopt consulting techniques and project management principles to innovate and implement solutions that optimize performance.

Program Modules

This program includes the following modules:

- Module 1: Introduction and Welcome
- Module 2: HRBP—Developing Critical Attributes
  - The evolution of HR
  - The role and expectations of an HR business partner
  - The profile of a strategic HR business partner
  - How to balance the tactical and get to the strategic
  - Impact potential
  - Case Study Introduction
- Module 3: Building and Applying Business Acumen
  - Business acumen and why it is important
  - HR strategy and alignment with organizational strategy
  - Performance drivers
  - Financial statements overview and analysis and how do you adjust for not-for-profit, government

- Cash flow statement and accruals
- Income statement
- Balance sheet
    - Case Study Application: Best Products, Inc. - Great Designs Division (GDD)
- Module 4: Building Connection and Driving Consensus
    - Building trust
    - Emotional awareness
    - 5 levels of listening
    - Confronting reality
    - Crucial conversations
    - Trust leads to influence
    - Levels of decision making
    - Decision personas and how to relate to each as well as self-assessment
    - Case Study Application: Critical Conversations
- Module 5: Integrating Data Analytics
    - Data literacy overview
    - Types of data
        - Quantitative data
        - Qualitative data
    - Data classifications
    - Using data to build a business case
    - Distinction between analytics, metrics and KPIs
    - Data Analysis
        - Overview of the maturity model 4 levels
        - Level 1 descriptive
    - People analytics framework phases and methods within each phase
        - Prepare
        - Collect data
        - Analyze the data
            - Case Study Application: Analyzing data of the case study to evaluate if it was a good program to implement
        - Tell the story
    - Case Study Application: Crafting a new story to present to the CEO of the case study with supporting rationale
- Module 6: Expertly Leading Projects
    - Transformation cycle
    - Project management vs. change management
    - Project management framework overview and methods of each
        - Initiation
        - Planning
        - Execution
        - Closure
- Module 7: Conclusion