



International Training
Center Paris

TRAINING SCHEDULE

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CERTIFIED HUMAN RESOURCES BUSINESS PARTNER (HRBP)

Overview:

The Certified Human Resources Business Partner (HRBP) training program is designed for HR professionals who want to develop the strategic skills needed to align HR strategies with business goals. The program provides participants with a comprehensive understanding of the role of HR in business and equips them with the tools and knowledge to deliver value to the organization.

Objectives: The objectives of the Certified Human Resources Business Partner (HRBP) training program are:

1. Develop a comprehensive understanding of the HRBP role and its impact on business outcomes.
2. Develop skills to align HR strategies with business goals.
3. Understand how to analyze business data and use it to inform HR decisions.
4. Learn how to effectively communicate with business leaders and stakeholders.
5. Develop the ability to identify and manage HR risks.

Throughout the training program, participants will engage in a variety of learning activities, including case studies, group discussions, simulations, and self-assessment exercises. The program is designed to provide participants with a comprehensive understanding of the HRBP role and the skills and knowledge needed to align HR strategies with business goals.

Targeted Groups:

- HR business partners
- HR managers working closely with business units
- HR consultants focusing on business alignment
- HR professionals collaborating with organizational strategy

- Professionals seeking to enhance HR-business partnership skills

Planning:

Day 1: Introduction to the HRBP Role

- Understanding the HRBP role and its importance in the organization
- Developing a strategic HR mindset
- Building credibility with business leaders

Day 2: Aligning HR Strategies with Business Goals

- Understanding business goals and strategies
- Identifying HR strategies to support business goals
- Developing and communicating HR strategies to business leaders

Day 3: Data Analysis and HR Decision Making

- Understanding data analysis techniques
- Analyzing HR data to inform decision making
- Using data to identify HR risks and opportunities

Day 4: Communication and Stakeholder Management

- Developing effective communication strategies with business leaders and stakeholders
- Managing relationships with key stakeholders
- Delivering HR messages with impact

Day 5: Managing HR Risks

- Identifying HR risks and developing risk management strategies
- Understanding legal and compliance requirements
- Developing an HR risk management plan