



International Training
Center Paris

TRAINING SCHEDULE

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HUMAN RESOURCE BUSINESS PROFESSIONAL (HRBP)

Overview:

The Human Resource Business Professional (HRBP) training program is designed to provide HR professionals with the knowledge and skills needed to effectively partner with business leaders and contribute to the overall success of the organization. The program covers a range of HR topics, including talent acquisition and management, compensation and benefits, employee relations, and HR analytics.

Objectives:

- Develop a deep understanding of the business, industry, and external environment in which the organization operates.
- Understand the HRBP role and how it supports business strategy and goals.
- Learn how to effectively communicate and collaborate with business leaders and stakeholders.
- Gain knowledge of key HR concepts and best practices in areas such as talent acquisition and management, compensation and benefits, employee relations, and HR analytics.
- Develop the ability to use HR data and metrics to inform decision-making and drive business outcomes.

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 equip HR professionals with the knowledge and skills needed to be effective business partners and contribute to the success of their organizations.

Targeted Groups:

- HR business partners
- HR managers working closely with business units
- HR professionals focusing on business alignment
- HR consultants collaborating with organizational strategy
- Professionals aiming to enhance HR-business partnership skills

Planning:

Day 1: The Business Context

- Overview of the business and industry landscape
- External environmental factors impacting the organization
- Understanding the organization's vision, mission, and values

Day 2: The HRBP Role

- Defining the HRBP role and its value to the organization
- Building credibility and establishing partnerships with business leaders
- Aligning HR strategy with business strategy

Day 3: Talent Acquisition and Management

- Sourcing and attracting top talent
- Interviewing and selection techniques
- Performance management and employee development

Day 4: Compensation and Benefits

- Understanding the role of compensation and benefits in attracting and retaining employees
- Overview of compensation and benefits programs
- Legal and compliance considerations in compensation and benefits

Day 5: Employee Relations and HR Analytics

- Developing effective employee relations strategies
- Overview of employee relations programs and activities
- Using HR data and analytics to inform decision-making