



International Training  
Center Paris

# TRAINING SCHEDULE

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# STRATEGIC HR BUSINESS PARTNER (SHRBP)

## Overview:

The Strategic HR Business Partner (SHRBP) training program is designed for experienced HR professionals looking to take on a more strategic role within their organization. The program provides participants with the knowledge and skills needed to align HR strategy with business goals and drive organizational performance.

### Objectives:

The objectives of the Strategic HR Business Partner training program are:

- Develop a strategic mindset and understanding of business strategy
- Learn to align HR strategy with business goals
- Gain the skills needed to drive organizational performance
- Develop the ability to effectively communicate and influence senior leaders
- Build a network of HR professionals and exchange best practices

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 experienced HR professionals with the knowledge and skills needed to become strategic HR business partners, driving organizational performance and contributing to the achievement of business goals.

## Targeted Groups:

- HR business partners
- HR managers aligned with organizational strategy
- HR professionals focusing on strategic alignment
- HR consultants emphasizing business partnership
- Professionals seeking to enhance strategic HR skills

# Planning:

## **Day 1: Strategic Thinking and Business Acumen**

- Developing a strategic mindset
- Understanding business strategy
- Analyzing the business environment

## **Day 2: HR Strategy and Planning**

- Aligning HR strategy with business goals
- Developing HR plans and initiatives
- Analyzing HR metrics and data

## **Day 3: Talent Management and Development**

- Attracting, retaining and developing talent
- Creating a learning and development strategy
- Succession planning

## **Day 4: Change Management and Organizational Design**

- Leading change management initiatives
- Understanding organizational design principles
- Developing organizational structures and processes

## **Day 5: Communication, Influence and Collaboration**

- Developing effective communication and influence strategies
- Building relationships with senior leaders
- Collaborating with other HR professionals