

Certified HR Business Partner™ (CHRBP)

Sharpen Your Strategic Edge, Master HR and Business Acumen to Drive Impactful, Commercially Focused People Solutions

The course is designed for experienced HR professionals ready to operate at a more strategic level and deliver real business value. It provides a practical and immersive journey into the HR Business Partner (HRBP) model, equipping you with the skills, tools, and mindset to become a trusted advisor and influential leader within your organisation.

You'll explore how to adopt a consulting approach to effectively engage with and influence stakeholders, ensuring that HR is seen not just as a support function, but as a strategic partner in driving organisational success. The programme will show you how to translate complex business challenges into targeted HR strategies that align with broader organisational goals. Using real-life case studies and practical exercises, you'll tackle common workplace issues and test your approach in a safe and collaborative environment. You'll also strengthen your presence in leadership discussions, enhancing your ability to contribute confidently to high-level decision-making.

By the end of the course, you'll walk away with a clear understanding of how to apply the HRBP model in your context, along with practical strategies you can implement immediately to elevate the impact of HR in your organisation.

NB: You are required to bring your laptop all throughout the session.

This Course is Ideal For.

This course is tailored for experienced HR professionals who are ready to step into more strategic and senior roles. **It is ideal for:**

- HR Manager
- Employee Relations Manager
- HR Consultant
- HR Advisor
- HR Business Partner
- Talent Manager
- People and Culture Lead
- Senior HR Officer

Learning Outcomes

By attending this course, participants will be able to:

- **Analyse** the evolving role of HR in today's changing world of work

- **Develop** strategic and commercial acumen to align HR initiatives with organisational goals
- **Demonstrate** consulting and communication skills to influence key stakeholders
- **Utilise** people analytics and financial data to deliver evidence-based HR solutions
- **Implement** and **optimise** the HR Business Partner (HRBP) model for business impact
- **Apply** tools to enable talent and support workforce planning, acquisition, and performance
- **Use** organisation development and design methodologies in practical scenarios
- **Explore** AI and technology to enhance HR efficiency and service delivery

Course Outline

The HRBP Model and Strategic Mindset

- The evolving role of HR in a changing world.
- Challenges facing HR globally
- Your HR challenges
- Designing and implementing an effective HRBP model
- Building business and financial acumen:
- Linking HR strategy to business outcomes
 - Building ROI-based HR business cases
 - Using HR analytics effectively
- **Strategic HR case study discussion and analysis**
- Enhancing HR efficiency with technology and AI
- Review

Talent Management, OD, and Consulting

- **Talent Management and HR BPs role**
 - Aligning talent strategies with business priorities
 - 9 Box grid exercise
- Talent Management Tips for the HR BP
- The most important skill in interviewing
- **HRBP's role in employee engagement and Psychological Safety**
- **Mastering consulting and influencing skills:**
 - Effective communication techniques
 - Building strong stakeholder relationships
- **Coaching as an HR Business Partner**
- **Coaching Practice**
 - Organisation Development and the HR business Partner
 - Organisation Design and strategy
 - Span of Control and Restructuring
- **Case Study Two Discussion**
 - Review

HR as a Change Leader and Design Thinker

- **HR clinic – Bring your own HR issues and round table discussion**
- **Delivering HR value with project management and change management tools**

- HR business Partner as a change leader
- Change Management and leveraging buy-in
- **Using Design Thinking for effective People Processes**
- **Mastering Productivity as an HR business partner**

Action Planning and Implementation

- Identifying barriers and opportunities.
- Developing actionable plans for immediate implementation.
- Evaluations and Review

Program Features:

- **Format:** In-person
- **Duration:** 5 days, 8 hours/day (40 total hours)
- **Materials:** PDF Handbook, Case Studies, Templates

Prices Include:

- Training Materials
- Lunch and Refreshments during Training
- Delegate Laptop
- Examination Fee
- Access to Learning Resources
- ½ Day Tour to Tourist Attraction Sites
- Airport Pickup and Drop off for International Delegates

Prices Exclude:

- VAT, Dinner and Accommodation.