

ADVANCED COURSE IN STRATEGIC HR BUSINESS PARTNER



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TRAINING CENTER



Introduction

The Advanced Course in Strategic HR Business Partner Training Course prepares HR professionals to become trusted advisors who influence business decisions. A strategic HR business partner connects workforce planning with organizational goals, moving beyond transactional HR tasks. This course explores the Ulrich HR Business Partner Model, stakeholder management, and data-driven decision-making that strengthen HR's role at the leadership table. Participants examine how to translate business strategy into practical workforce plans and change initiatives. Furthermore, the course addresses consulting skills, financial literacy, and influence techniques that HR partners need to succeed. As a result, learners build the confidence to lead strategic conversations with senior stakeholders. By the end, participants will apply proven HR business partnering frameworks within their own organizations.

Advanced Course in Strategic HR Business Partner Course Objectives

- Apply the Ulrich HR Business Partner Model to define HR's strategic role
- Translate business strategy into actionable workforce plans
- Build stakeholder management skills to influence senior leaders
- Use HR analytics and scorecards to support strategic decisions
- Apply consulting skills to diagnose and solve business problems
- Lead organizational change initiatives as a strategic partner
- Develop financial literacy to align HR proposals with budgets
- Build talent strategies that support long-term business goals
- Strengthen negotiation and influence techniques in HR conversations
- Present a strategic HR business partnering plan to leadership



Course Methodology

- Interactive lectures covering strategic HR partnering models and theory
- Case study analysis of organizations with mature HR business partnering
- Hands-on workshops applying the Ulrich model to real scenarios
- Group exercises in stakeholder mapping and influence planning
- Practical templates for HR scorecards and workforce plans
- Peer feedback sessions on strategic HR partnering proposals

Who Should Take This Course

- HR business partners and HR managers
- HR directors seeking to strengthen strategic influence
- Talent management and organizational development professionals
- HR generalists transitioning into strategic roles
- Line managers collaborating closely with HR
- Consultants advising on HR business partnering models

Advanced Course in Strategic HR Business Partner Course Outlines

Day 1: Foundations of Strategic HR Partnering

- Define the strategic HR business partner role and its value
- Introduce the Ulrich HR Business Partner Model
- Distinguish between transactional and strategic HR activities
- Explore the link between business strategy and workforce planning

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- Identify core competencies of effective HR business partners
- Review case studies of successful HR partnering transformations
- Assess personal readiness to operate as a strategic partner

Day 2: Translating Strategy into Workforce Plans

- Analyze business strategy to identify workforce implications
- Build workforce plans aligned with organizational priorities
- Apply scenario planning to anticipate future talent needs
- Use HR scorecards to track strategic workforce metrics
- Align talent strategies with business unit objectives
- Identify gaps between current workforce and future needs
- Present workforce plans to business stakeholders effectively

Day 3: Consulting Skills and Stakeholder Management

- Apply consulting frameworks to diagnose business problems
- Map stakeholders and their influence on HR initiatives
- Build trust and credibility with senior business leaders
- Use active listening to understand stakeholder priorities
- Facilitate productive conversations with difficult stakeholders
- Apply the GROW coaching model in stakeholder discussions
- Develop personal stakeholder engagement action plans

Day 4: Leading Change as a Strategic Partner

- Apply the Kotter change management model to HR initiatives
- Identify resistance patterns during organizational change



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- Build change communication plans for business stakeholders
- Align change initiatives with business performance goals
- Measure the success of change management interventions
- Support leaders in managing team transitions effectively
- Review case studies of HR-led change initiatives

Day 5: Financial Literacy and Strategic Influence

- Interpret financial statements relevant to HR decision-making
- Build a business case for HR investments and initiatives
- Apply negotiation techniques to strengthen HR proposals
- Use data storytelling to influence executive decisions
- Align HR budgets with organizational financial priorities
- Present a strategic HR business partnering plan for feedback
- Summarize key takeaways and next steps

Conclusion

By successfully completing the Advanced Course in Strategic HR Business Partner, participants will gain practical knowledge of strategic workforce planning, stakeholder management, and consulting skills. They will also acquire the ability to lead change initiatives and build financially sound HR proposals. Furthermore, participants will understand how to align HR practices with broader business strategy. Gentex Training Center's Advanced Course in Strategic HR Business Partner Training Course prepares HR professionals to become influential, trusted advisors within their organizations.





FAQs

Q1 What is the "Advanced Course in Strategic HR Business Partner" course about?

This course explains how HR professionals can become strategic advisors who align workforce planning with business goals. It focuses on practical frameworks, including the Ulrich model, that help HR partners influence decisions and support organizational strategy effectively.

Q2 What are the key benefits of the "Advanced Course in Strategic HR Business Partner" course?

Participants gain the ability to build credibility with senior leaders, translate strategy into workforce plans, and lead change initiatives confidently. The course also strengthens financial literacy, helping HR partners build stronger business cases for HR investments.

Q3 What skills will I gain from the "Advanced Course in Strategic HR Business Partner" course?

Learners develop skills in strategic workforce planning, stakeholder management, consulting and diagnosis, and change leadership. These four core skills allow HR business partners to influence decisions and align HR practices with organizational priorities.



Q4 What tools, methods, or standards are covered in the "Advanced Course in Strategic HR Business Partner" course?

The course covers the Ulrich HR Business Partner Model, the Kotter change management model, HR scorecards, and the GROW coaching model. Participants also explore stakeholder mapping techniques and financial analysis tools relevant to HR decision-making.

Q5 How is the "Advanced Course in Strategic HR Business Partner" course applied in real-world practice?

Participants apply course concepts by building workforce plans, mapping stakeholders, and drafting business cases for HR initiatives. These exercises prepare learners to lead real strategic conversations and change projects within their own organizations.