HR BUSINESS PARTNERS (HRBPS)



Toronto - Canada
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$8,000

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TRAINING CENTER

GENTEX Training Center LLC | Orlando - FL, USA
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Introduction

Human Resources (HR) plays a critical role in shaping an organization's success. As businesses evolve, HR professionals must go beyond traditional administrative roles and act as strategic partners. HR Business Partners (HRBPs) are key to aligning HR functions with business objectives, ensuring workforce efficiency, and fostering a positive work environment.

The HR Business Partners (HRBPs) course, offered by Gentex Training Center, is designed to equip HR professionals with the necessary skills and knowledge to become strategic partners within their organizations. This five-day intensive course provides participants with an in-depth understanding of HRBP functions, best practices, and tools required to drive business success.

HR Business Partners (HRBPs) Course Objectives

- Understand the strategic role of HRBPs in modern organizations.
- Learn how to align HR strategies with business objectives.
- Gain expertise in workforce planning and talent management.
- Develop skills to build strong relationships with business leaders and employees.
- Master change management and organizational development techniques.
- Enhance their ability to use HR analytics for data-driven decision-making.
- Explore best practices for employee engagement and performance management.
- Understand legal and ethical considerations in HRBPs roles.
- Improve their problem-solving and conflict-resolution skills.

Course Methodology

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The course adopts an interactive approach, combining theoretical knowledge with practical applications. Participants will engage in case studies, group discussions, hands-on exercises, and real-world HR scenarios to ensure a comprehensive learning experience.

Who Should Take This Course

- HR professionals aspiring to become HR Business Partners
- Existing HRBPs seeking to enhance their strategic skills
- HR managers looking to align HR with business goals
- Senior HR executives aiming to improve organizational impact
- Business leaders interested in understanding HRBP roles

HR Business Partners (HRBPs) Course Outlines

Day 1: Introduction to HR Business Partnering

- Understanding the HRBP model and its importance
- Transitioning from traditional HR to strategic HR
- Key competencies and skills required for HRBPs
- HRs role in driving business performance
- Challenges and opportunities for HRBPs

Day 2: Strategic HR and Workforce Planning

- Aligning HR strategies with business objectives
- Workforce planning and talent acquisition
- Employer branding and talent retention strategies
- Succession planning and leadership development

- HR metrics and workforce analytics

Day 3: Employee Engagement and Performance Management

- Understanding employee motivation and engagement
- Implementing performance management systems
- Coaching and mentoring for employee development
- Handling performance-related challenges
- Linking performance management to business success

Day 4: Change Management and Organizational Development

- Change management principles for HRBPs
- Organizational culture and its impact on performance
- Designing and implementing HR interventions
- Conflict resolution and negotiation skills
- Enhancing communication and stakeholder management

Day 5: HRBP Tools and Best Practices

- HR analytics and data-driven decision-making
- Legal and ethical considerations in HRBP roles
- Leveraging HR technology for business impact
- Case studies and real-world applications
- Action planning for implementing HRBP strategies

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Conclusion

By successfully completing the HR Business Partners (HRBPs) course at Gentex Training Center, participants will gain valuable knowledge and skills to transform HR functions into strategic business drivers. This course empowers HR professionals to make informed decisions, contribute to business growth, and create a thriving workplace environment.