

HRBP (HUMAN RESOURCES BUSINESS PARTNER)



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Introduction

Organizations increasingly rely on HR professionals who can operate as strategic partners rather than administrative support. This HRBP (Human Resources Business Partner) Training Course prepares participants to align HR practices with business goals while building strong relationships with line managers and leadership. Attendees learn how to apply strategic workforce planning, influence organizational decisions, and translate business challenges into HR solutions. Furthermore, the course covers stakeholder management, talent strategy, and change facilitation, equipping participants with skills that extend beyond traditional HR functions. As a result, graduates gain the confidence to act as trusted advisors within their organizations. The course blends strategic thinking with practical business partnering techniques, preparing HR professionals for a more influential and consultative role.

HRBP (Human Resources Business Partner) Course Objectives

- Apply the Ulrich HR Business Partner model
- Align HR strategy with organizational business goals
- Build strong partnerships with line managers and leaders
- Use workforce planning tools to anticipate talent needs
- Apply consulting skills to solve business problems
- Facilitate organizational change from an HRBP perspective
- Use data-driven insights to influence business decisions
- Manage stakeholder relationships across departments
- Support talent management and succession strategies
- Develop a personal HRBP action plan

Course Methodology



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- Interactive workshops applying HRBP frameworks
- Case studies on successful business partnering
- Role-play exercises for stakeholder conversations
- Group discussions on real workplace scenarios
- Templates for workforce planning and stakeholder mapping
- Practical exercises using HR data for business decisions

Who Should Take This Course

- HR Business Partners and HR Generalists
- HR Managers transitioning into strategic roles
- Talent Management and Organizational Development professionals
- Senior HR Officers seeking broader business influence
- Line managers collaborating closely with HR teams

HRBP (Human Resources Business Partner) Course Outlines

Day 1: Foundations of the HRBP Role

- Introduction to the Ulrich HR Business Partner model
- Differentiating strategic, operational, and administrative HR
- Understanding the HRBP's role within the business
- Building credibility as a trusted advisor
- Identifying key stakeholders across the organization
- Aligning HR priorities with business objectives
- Assessing current HRBP maturity within organizations





Day 2: Strategic Workforce Planning

- Introduction to workforce planning fundamentals
- Forecasting talent needs based on business strategy
- Conducting skills gap analysis across teams
- Supporting succession planning initiatives
- Aligning talent strategy with organizational growth
- Using workforce data to guide planning decisions
- Building workforce planning reports for leadership

Day 3: Business Partnering and Consulting Skills

- Applying consulting frameworks to HR challenges
- Diagnosing root causes of business problems
- Structuring effective HR recommendations
- Building trust through active listening techniques
- Facilitating productive conversations with managers
- Managing competing stakeholder priorities
- Practicing consultative approaches through case exercises

Day 4: Leading Change as a Business Partner

- Understanding the HRBP's role in organizational change
- Applying change management principles to HR initiatives
- Supporting managers through transitions and restructuring
- Communicating change effectively across teams
- Managing resistance during business transformations

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- Coaching leaders through people-related challenges
- Reinforcing change through ongoing HRBP support

Day 5: Using Data and Influence Effectively

- Applying HR analytics to support business cases
- Presenting data-driven recommendations to leadership
- Building influence without formal authority
- Managing cross-departmental stakeholder relationships
- Aligning HRBP activities with business performance
- Creating a personal HRBP development action plan
- Course review and closing discussion

Conclusion

By successfully completing HRBP (Human Resources Business Partner), participants will have acquired practical skills in strategic workforce planning, business consulting, and stakeholder management. In addition, they will understand how to apply data-driven insights to influence business decisions and support organizational change. This knowledge equips HR professionals to operate as trusted, strategic partners within their organizations. Gentex Training Center delivers this course to help HR practitioners strengthen their business partnering capabilities.

FAQs





Q1 What is the "HRBP (Human Resources Business Partner)" course about?

This course teaches HR professionals how to apply the HR Business Partner model to align HR practices with business strategy. It covers workforce planning, consulting skills, and stakeholder management essential to the HRBP role.

Q2 What are the key benefits of the "HRBP (Human Resources Business Partner)" course?

Participants gain the ability to influence business decisions, build stronger relationships with leadership, and align HR priorities with organizational goals. As a result, they become more effective and strategically valuable HR professionals.

Q3 What skills will I gain from the "HRBP (Human Resources Business Partner)" course?

Attendees develop skills in workforce planning, business consulting, stakeholder management, and change facilitation applicable across HRBP and strategic HR roles.

Q4 What tools, methods, or standards are covered in the "HRBP (Human Resources Business Partner)" course?

The course covers the Ulrich HR Business Partner model, workforce planning frameworks, consulting techniques, stakeholder mapping tools, and change management principles applied to the HRBP function.

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Q5 How is the "HRBP (Human Resources Business Partner)" course applied in real-world practice?

Graduates apply these skills by advising line managers on people decisions, building workforce plans aligned with business strategy, and supporting organizational change initiatives as trusted HR partners.

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