

STRATEGIC HR BUSINESS PARTNER



GENTEX[®]
TRAINING CENTER



Introduction

Strategic HR Business Partner Training Course builds practical skills to help HR professionals move beyond administrative functions and become trusted advisors to business leaders. Organizations increasingly expect HR to contribute directly to strategic decision-making rather than simply managing processes. This course introduces participants to the Ulrich HR business partner model, consulting techniques, and workforce planning methods that connect HR activities to business outcomes. Furthermore, it covers stakeholder management approaches and data-driven storytelling that strengthen HR credibility with executives. Participants also explore change management and organizational design principles relevant to strategic HR work. As a result, attendees gain the confidence to operate as genuine strategic partners within their organizations. Gentex Training Center designed this program to strengthen strategic HR business partnering capabilities.

Strategic HR Business Partner Course Objectives

- Apply the Ulrich HR business partner model to define strategic roles
- Build consulting skills to diagnose and address business challenges
- Align workforce planning with organizational strategic objectives
- Apply stakeholder mapping techniques to strengthen business relationships
- Use data storytelling methods to present workforce insights persuasively
- Apply organizational design principles to support business restructuring
- Facilitate change management initiatives using structured frameworks
- Build business acumen relevant to financial and operational decisions
- Design talent strategies that support business unit priorities
- Develop influencing skills to drive HR recommendations forward

Course Methodology



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GENTEX Training Center LLC | Orlando - FL, USA
Info@gentextraining.com



- Interactive lectures covering the HR business partner model
- Practical workshops applying consulting and diagnostic techniques
- Case studies analyzing successful business partnering initiatives
- Group exercises building stakeholder engagement strategies
- Simulations of executive-level data storytelling presentations
- Structured discussions on change management and business acumen

Who Should Take This Course

- HR business partners supporting specific business units
- HR generalists transitioning into strategic advisory roles
- HR managers seeking stronger business alignment skills
- Organizational development professionals working with leadership
- Talent management specialists supporting workforce strategy
- HR directors overseeing business partnering functions

Strategic HR Business Partner Course Outlines

Day 1: Foundations of Strategic HR Business Partnering

- Reviewing the Ulrich HR business partner model
- Defining strategic partner, change agent, and administrative expert roles
- Identifying business drivers relevant to HR strategy
- Reviewing organizational strategy and workforce alignment
- Mapping stakeholder relationships across business units
- Setting priorities for strategic partnering initiatives





Day 2: Consulting Skills and Business Diagnosis

- Applying consulting frameworks to diagnose business challenges
- Conducting stakeholder interviews to identify needs
- Structuring root cause analysis for workforce issues
- Building business cases for HR interventions
- Applying business acumen to financial decision-making
- Practicing diagnostic conversations with business leaders

Day 3: Workforce Planning and Talent Strategy

- Aligning workforce planning with business unit goals
- Building talent strategies that support strategic priorities
- Applying succession planning within business partnering
- Designing organizational structures to support growth
- Reviewing workforce analytics relevant to planning decisions
- Presenting workforce plans to business leaders

Day 4: Data Storytelling and Stakeholder Influence

- Applying data storytelling techniques for executive audiences
- Building persuasive presentations using workforce data
- Applying stakeholder mapping to strengthen relationships
- Developing influencing skills without formal authority
- Managing difficult conversations with business leaders
- Practicing executive-level presentation delivery



Day 5: Change Management and Organizational Design

- Applying structured change management frameworks
- Facilitating organizational design and restructuring projects
- Managing resistance during business transformation
- Building change champion networks within business units
- Measuring the impact of business partnering initiatives
- Developing a personal strategic partnering action plan

Conclusion

By successfully completing Strategic HR Business Partner, participants will have acquired practical knowledge to apply consulting skills, align workforce strategy, and influence business decisions. Furthermore, attendees gain skills in data storytelling, change management, and organizational design. This Strategic HR Business Partner Training Course prepares HR professionals to operate as trusted advisors within their organizations. Gentex Training Center remains committed to delivering practical programs that strengthen strategic HR partnering capabilities.

FAQs

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

This course covers the Ulrich HR business partner model, consulting techniques, workforce planning, and data storytelling methods designed to help HR professionals align talent strategy with business goals and influence leadership decisions.



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

Participants gain the ability to build stronger business relationships and influence strategic decisions. As a result, organizations benefit from better-aligned workforce plans, stronger HR credibility, and more effective change initiatives.

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

Attendees develop skills in business consulting, workforce planning, data storytelling, and stakeholder influence, enabling them to operate as trusted advisors who connect HR strategy to business outcomes.

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

The course addresses the Ulrich HR business partner model, stakeholder mapping techniques, data storytelling methods, root cause analysis frameworks, and structured change management approaches used in strategic HR practice.

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

Professionals apply these methods when advising business leaders, building workforce plans, presenting data-driven recommendations, and leading change initiatives, directly strengthening HR's strategic influence within their organizations.