

STRATEGIC HUMAN RESOURCE BUSINESS PARTNER SHRBP



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Introduction

Strategic Human Resource Business Partner (sHRBP) Training Course prepares HR professionals to earn recognized competency in strategic business partnering practice. This program builds a structured framework of knowledge and skills that connect HR functions directly to organizational performance. This course reviews core competency domains, including strategic alignment, workforce analytics, and organizational consulting, all central to the sHRBP designation. Furthermore, it covers practical application methods through case-based learning and structured skill-building exercises. Participants also examine assessment criteria and professional practice standards associated with sHRBP competency. As a result, attendees gain the structured knowledge and applied skills needed to operate as certified-level strategic business partners. Gentex Training Center designed this program to support professionals pursuing sHRBP-level competency.

Strategic Human Resource Business Partner (sHRBP) Course Objectives

- Review the sHRBP competency framework and core knowledge domains
- Apply strategic workforce planning models linked to business goals
- Build organizational consulting skills to diagnose HR-related challenges
- Apply the HR value chain model to demonstrate business contribution
- Design metrics dashboards to communicate HR impact to leadership
- Apply change management competencies within business partnering scenarios
- Build stakeholder engagement strategies across organizational levels
- Apply talent management frameworks aligned with business strategy
- Develop professional practice standards for sHRBP-level performance
- Prepare a competency-based portfolio demonstrating applied HR expertise



Course Methodology

- Interactive lectures covering the sHRBP competency framework
- Practical workshops applying workforce planning and consulting models
- Case studies analyzing certified-level business partnering scenarios
- Group exercises building metrics dashboards and reporting tools
- Simulations of stakeholder engagement and consulting conversations
- Structured reviews of professional practice standards

Who Should Take This Course

- HR professionals pursuing sHRBP-level competency recognition
- HR business partners seeking structured skill validation
- HR managers advancing toward strategic advisory roles
- Talent management specialists supporting business-aligned strategy
- Organizational development professionals working with leadership teams
- HR consultants building certified-level business partnering expertise

Strategic Human Resource Business Partner (sHRBP) Course Outlines

Day 1: sHRBP Framework and Strategic Alignment

- Reviewing the sHRBP competency framework structure
- Defining strategic alignment principles within HR practice
- Reviewing the HR value chain model
- Identifying business priorities relevant to HR strategy

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- Mapping HR contribution to organizational performance
- Setting scope for competency-based learning

Day 2: Workforce Planning and Business Consulting

- Applying strategic workforce planning models
- Building consulting frameworks to diagnose business challenges
- Structuring root cause analysis for workforce issues
- Applying business acumen to HR recommendations
- Practicing consulting conversations with business stakeholders
- Building business cases for HR interventions

Day 3: Metrics, Analytics, and Reporting

- Designing HR metrics dashboards for leadership reporting
- Applying workforce analytics to support decision-making
- Structuring data-driven storytelling techniques
- Reviewing key performance indicators relevant to business partnering
- Building reporting frameworks aligned with business priorities
- Presenting analytics findings to stakeholders

Day 4: Change Management and Talent Strategy

- Applying change management competencies within business partnering
- Building talent management frameworks aligned with strategy
- Structuring succession and development planning approaches
- Managing resistance during organizational change initiatives
- Applying stakeholder engagement strategies across levels





- Building change champion networks

Day 5: Professional Practice and Portfolio Development

- Reviewing professional practice standards for sHRBP-level performance
- Structuring a competency-based portfolio of applied work
- Practicing scenario-based sHRBP assessment questions
- Reviewing common competency gaps and improvement strategies
- Building a personal development plan for continued growth
- Presenting portfolio work for peer review

Conclusion

By successfully completing Strategic Human Resource Business Partner (sHRBP), participants will have acquired structured knowledge to apply workforce planning, build consulting skills, and design metrics-driven reporting. Furthermore, attendees gain skills in change management, talent strategy, and professional portfolio development. This Strategic Human Resource Business Partner (sHRBP) Training Course prepares HR professionals to demonstrate applied, competency-based strategic partnering expertise. Gentex Training Center remains committed to delivering structured programs that support sHRBP-level HR practice.

FAQs

Q1 What is the "Strategic Human Resource Business Partner (sHRBP)" course about?



This course reviews the structured sHRBP competency framework, covering workforce planning, business consulting, metrics reporting, and change management skills that demonstrate applied, certified-level strategic HR business partnering expertise.

Q2 What are the key benefits of the "Strategic Human Resource Business Partner (sHRBP)" course?

Participants gain structured, competency-aligned knowledge and practical consulting skills. As a result, attendees strengthen their credibility as strategic partners and build a portfolio that demonstrates applied business partnering expertise.

Q3 What skills will I gain from the "Strategic Human Resource Business Partner (sHRBP)" course?

Attendees develop skills in workforce planning, business consulting, metrics dashboard design, and change management, enabling them to demonstrate structured, competency-based strategic HR business partnering capability.

Q4 What tools, methods, or standards are covered in the "Strategic Human Resource Business Partner (sHRBP)" course?

The course addresses the sHRBP competency framework, the HR value chain model, workforce analytics dashboards, structured consulting techniques, and change management approaches used in certified-level business partnering practice.

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Q5 How is the "Strategic Human Resource Business Partner (sHRBP)" course applied in real-world practice?

Professionals apply these competencies when advising business leaders, building workforce plans, presenting metrics-based reports, and leading change initiatives, directly reflecting the applied skills assessed at the sHRBP competency level.

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