

HRBP: Becoming a Strategic Influencer

Intended Audience	Mid-Level	Delivery Options	2-Day In-Person (Onsite or Seminar) 4-Week Virtual
HR Competencies	<ul style="list-style-type: none">• Business Acumen• Analytical Aptitude• HR Expertise (HR Knowledge)	Recertification*	SHRM: 15 PDCs

Program Goal

Become the true HR partner your business needs. Your business relies on you to anticipate and predict their people needs of tomorrow. This highly interactive program will help you build the confidence and skills so you can deliver for your organization and its people. Explore how to artfully move from the tactical needs your business demands to focusing on the strategic work that the business needs. Unlock the secrets of your business by consultatively using data and metrics to drive the change your business requires. Discuss where and how to leverage AI throughout all activities and skills. Explore a variety of in real life, IRL, activities to apply the shifting mindsets needed. A highly experiential case study is woven throughout the program, allowing the participants to practice what they've learned and to use as a valuable resource going forward.

Program Objectives

- Embrace the critical attributes of a strategic HR Business Partner (HRBP)
- Elevate your business acumen to effectively work with business leaders on HR initiatives that drive business performance, productivity and profitability.
- Integrate key performance indicators and business analytics into your needs analysis and presentation of potential HR solutions
- Adopt consulting techniques and project management principles to innovate and implement solutions that optimize performance

Program Modules

Module 1 – Introduction and Welcome

Module 2 – HRBP – Developing Critical Attributes

- The evolution of HR
- The role and expectations of an HR Business Partner
- The profile of a strategic HR Business Partner
- How to balance the tactical and get to the strategic
- Leveraging AI to gain efficiencies discussion
- IRL activity: It Starts with Introductions
- Impact potential
- Diversity-in-Action Plan Case Study Introduction

Module 3 – Building & Applying Business Acumen



*Visit shrm.org/educationalprograms for the most up-to-date recertification credit details.

- Business acumen and why it is important
- HR strategy and alignment with organizational strategy
- Performance drivers
- Financial statements overview and analysis and how do you adjust for non for profit, government
 - Cash flow statement and accruals
 - Income statement
 - Balance sheet
- Diversity-in-Action Plan Case Study Application: BGI Business evaluation and observation
- IRL activity: Financial Speak

Module 4 – Building Connections & Driving Consensus

- Building trust
- Emotional awareness
- 5 levels of listening
- Confronting reality
- Crucial conversations
- Trust leads to influence
- Levels of decision making
- Decision personas and how to relate to each as well as self-assessment
- Diversity-in-Action Plan Case Study Application: Critical Conversations

Module 5 – Integrating Data Analytics

- Data literacy overview
- Types of data
 - Quantitative data
 - Qualitative data
- Data classifications
- Using data to build a business case
- Distinction between analytics, metrics and KPIs
- Data Analysis
 - Overview of the maturity model 4 levels
 - Level 1 Descriptive
- People analytics framework phases, methods within each phase and AI discussions to support activities
 - Prepare
 - Collect data
 - Analyze the data
 - Diversity-in-Action Plan Case Study Application: Analyzing data of the case study to evaluate if it was a good program to implement
 - Tell the story
- Diversity-in-Action Plan Case Study Application: Crafting a new story to present to the CEO of the case study with supporting rationale

Module 6 – Expertly Leading Projects

- Transformation cycle

- Project management vs. change management
- Project management framework overview and methods of each
 - Initiation
 - IRL activity: Business Case
 - Planning
 - Execution
 - Closure
- Project management AI discussion

Module 7 – Wrap Up