

Senior HRBP: Catalyst for Cultural Change

Intended Audience	Mid-Level	Delivery Options	<ul style="list-style-type: none">• 2-Day In-Person (Onsite or Seminar)• 5-Week Virtual
HR Competencies	<ul style="list-style-type: none">• Business Acumen• Consultation• HR Expertise (HR Knowledge)	Recertification*	SHRM: 15 PDCs

Program Overview

Do you want to elevate your HR business partner skills and become the catalyst for change your business craves? Through this interactive and engaging course, you will be able to boost your data analysis skills to provide data-driven solutions for your organization. You will learn how to expand your strategic vision, analyze data, handle disruptors and champion change in order to drive positive business results and foster a healthy organizational culture.

Program Objectives

This program is designed to provide you with the knowledge and skills necessary to:

- Play a vital role in your organization by learning how to think critically about the leading challenges HR faces today.
- Confidently assess and address the factors that drive a healthy work culture within your organization.
- Determine the root causes of an unhealthy and potentially toxic culture, and effectively design robust and responsive solutions.
- Catalyze alignment with leaders by incorporating people analytics and making a compelling business case for change.
- Adopt change management techniques and principles to create a culture that values innovation and a growth mindset.
- Anticipate HR disruptors and collaboratively brainstorm improvement opportunities with colleagues.

Program Modules

- Module 1: Introduction
 - Welcome and introductions
 - Objectives review
 - Agenda
- Module 2: The Evolving HR Landscape
 - VUCA
 - HR effectiveness
 - Evolving priorities and means to get there
 - Business strategist to business catalyst
 - HR business partner visibility

*Visit <https://www.shrm.org/credentials/certification/recertification> for the most up-to-date recertification credit details.

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- Activity: Strategist to catalyst
- Module 3: Attributes of a Thriving Culture
 - Impact of employee and leadership values on organizational culture
 - Culture drivers
 - Defining culture
 - Activity: Personal values
 - Activity: Organizational values
 - Business leaders' metrics
 - Employee vs. employer factors
 - Toxic cultures
 - Activity: Thriving culture
 - Activity: Self-reflection culture
- Module 4: Catalyzing Alignment with People Analytics
 - Leveraging analytics to catalyze culture
 - Gain leadership commitment to a thriving culture
 - Frame business issues
 - Root cause analysis
 - Mindset
 - Gather and analyze relevant data to underpin solutions
 - Develop a hypothesis
 - Gather and analyze data
 - Analytics vs. metrics vs. KPIs and examples
 - Analytics maturity model and levels
 - Descriptive
 - Diagnostic
 - Predictive
 - Prescriptive
 - Techniques and application of the four levels
 - Combining, cleaning and coding data in order to draw conclusions
 - Build your case for cultural change
 - What, why and how stories
 - Plan your delivery
- Module 5: Masterfully Leading Change
 - Change management definition
 - Benefits of change management
 - Project management vs. change management
 - Change management frameworks
 - ADKAR Model
 - Kotter 8-Step
 - Immunity to change
 - Working through resistance
 - Activity: Change reflection
 - Psychological safety
 - Change management plan elements
- Module 6: Anticipating HR Disruptors
 - Disruption and innovation



- External disrupters
- Activity: External disrupters
- Activity: Organizational pulse check
- Activity: Catalyst for change
- Module 7: Conclusion
 - Objectives review
 - Final Q&A