

# Senior HRBP: Catalyst for Cultural Change

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

## Program Goal

Elevate your HR Business Partner skills to the next level through this interactive course. Push yourself to become the catalyst for change your business craves by expanding your data analysis skills and AI awareness to provide data driven solutions that will innovate your organizations culture. Make connections through practice, in real life activities to demonstrate the shifting mindsets needed. You will learn how to expand your strategic vision, analyze data, handle disruptors and consult to champion change – all for the purpose of driving positive business results in your organization and a thriving culture. Bring your own organization’s opportunity to work through and ultimately build your business case and practice selling the story.

## Program Objectives

- Play a vital role in your organization by learning how to critically think about and frame 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 producing 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

### Module 1 – Introduction

- Welcome and introductions
- Objectives review
- Agenda

### Module 2 – HR – The Evolving Landscape

- VUCA
- HR effectiveness
- Evolving priorities and means to get there
- Business strategist to business catalyst
- HR business partner visibility

- Strategist to catalyst activity
- IRL activity: It Starts with Introductions

### Module 3: Attributes of a Thriving Culture

- Impact of employee and leadership values on organizational culture
- Culture drivers
- Defining culture
- Personal values activity
- Organizational values activity
- Business leaders' metrics
- Employee vs. employer factors
- Toxic cultures
- Thriving culture activity
- Self-reflection culture activity

### 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, leveraging AI throughout the process
  - Develop a hypothesis
  - Gather and analyze data
  - Analytics vs. metrics vs. KPIs and examples
  - Analytics Maturity Model & Levels
    - Descriptive
    - Diagnostic
    - Predictive
    - Prescriptive
  - Techniques and application of the four levels
  - Combining, cleaning and coding data in order to draw conclusions
- Tell the story / build your case for cultural change
  - What, Why and How stories
  - Plan your delivery
- IRL activity: Business Case

### 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 process
- Change reflection activity
- Psychological safety
- Change management plan elements
- Change management AI intersection discussion

#### Module 6: Anticipating HR Disruptors

- Disruption and innovation
- External disrupters
- External disrupters activity
- Organizational pulse check activity
- Catalyst for change activity

#### Module 7: Wrap Up

- Objectives review
- Final Q&A