

HR as Strategic Business Partner

HR business partners play an integral role in helping companies achieve organizational effectiveness. In this two-day program, you will develop your ability to operate within a strategic framework to align HR strategies and tactics with organizational goals. Connect HR performance initiatives with business results, and explore best practices for cultivating high-value business partnerships with senior leaders.

Learning Objectives:

- Identify the critical role of the strategic HR business partner.
- Explore the HR business partner's role in driving organizational results and delivering value to senior leaders.
- Implement a framework to optimize talent, create value, and contribute to bottom-line results.
- Enhance business and financial acumen.
- Create a practical plan to boost your effectiveness as a strategic HR business partner.

Prerequisite:

- Prior completion of *Essentials of HR Certificate Series* or comparable coursework or experience is recommended.



CEUs: 1.3 (13 hours)	HRCI Credits: 13 Business	SHRM: 13 PDCs
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Learning Options:

- Classroom training
- At your location

Who Should Attend:

- Experienced HR professionals (5+ years) developing toward a strategic business partner role
- Current business partners who seek to more effectively drive business results.

Learn. Grow. Succeed.

Delivery options include learning at MRA, at your location, or online. Contact MRA to explore how this program may be customized to your unique individual and team training needs.



www.mranet.org

800.488.4845

WISCONSIN
262.523.9090

MINNESOTA
763.253.9100

ILLINOIS
847.963.9860

IOWA/WESTERN ILLINOIS
309.764.8354



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Course Outline

- **Discuss the role of HR as a strategic business partner**
 - ◆ Essential functions and attributes
 - ◆ Key outcomes of an HR Business Partner (HRBP)
- **Discuss the value of an HR Business Partner in meeting senior leaders' needs and expectations**
- **Apply strategies for getting buy-in from senior leaders and overcoming internal barriers**
- **Align HR strategies with business strategies**
- **Examine key business functions and methods for developing business acumen**
- **Review financial documents and implications to the business**
- **Identify ways to integrate talent management strategies**
- **Establish HRBP key competencies and create an action plan for your organization**

“ I learned specifics which I can use to better structure and design our organization's HR partner role. This class really helped spark a change in mindset as to how I approach my position. ”



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