

# 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:**  
1.4 (14 hours)

**HRCI Credits:**  
14 Business

**SHRM:**  
14 PDCs

## 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](http://www.mranet.org)

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**MRA**  
Where HR Means Business.

## 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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