



HR BUSINESSES PARTNER WORKSHOP

Abstract

The fast-changing pace of the world of work and its concomitant demands on the HR business partner (HRBP) requires that HRBPs be vigilant about such changes and their related impact on their performance as individuals and the HR function in general. A HRBP who merely spectate these developments in the world of work will soon be irrelevant if not already irrelevant. With the constant and relentless pressures from our stakeholders that HRBPs should continuously deliver sustainable value to business, we have to be relevant at all times. The carefully designed and packaged Modules in this Course seek to broaden your thinking horizon and make you aware of the various aspects of HR business partnering within the constantly changing workplace; emerging internal and external organisational trends; and various considerations on reshaping your value proposition towards business and thus emerge as a trusted partner and “go-to” resource.

Course Overview

Module 1: HR Business Partnering Model: Concepts and Principles

- The 5 views on HR business partnering.
- Principles, concepts, and approaches to HR business partnering.
- Application of the four HRBP roles within the HR operating model or architecture.
- Business partnering as a

Module 2: Trends Shaping the HR Business Partnering Role

- Organisation-related trends
- Government policy and strategy-related trends
- Labour relations and or labour-law related trends.

three-legged architecture.

Module 3 Strategic HR Business Partnering

- Strategic HR Business Management: The Standard
- Lessons from SABPP HR audits
- Implications for strategic HR business partnering.

Module 4 Capacitating and Professionalising HR Business Partners

- The HR functions' value proposition and the 5 critical roles
- The South African National HR Competency model as a barometer for capacitating HRBPs
- Comparing and contrasting the SA HR Competency Model with internationally recognised competency models
- The concept of 'levels of work' in competency development and application.

Module 5: Serving the Needs of Customers

- HR service delivery: The Standard
- Lessons from SABPP HR audits
- Implications for HR business partnering.

Module 6: Measuring Impact of HR Business Partnering Results

- Measuring the impact of HR business partnering: The National HR Measurement Standard
- Lessons from HR audits
- HR analytics/measurements within the context of HR business partnering.
- Developing and implementing measurement methodologies and dashboards for strategic reporting.

Module 7: Transitioning into Strategic HR Business Partnering Model

- Application: Design various HR business partnering architecture in different types and sizes of organisations in different industries.

Target Population

- Chief HR Officers/HR Executive Directors
- General HR Business Partners
- Senior Managers/Managers: HR Shared Services
- Senior Managers/Managers: HR Centers of Excellence/Expertise
 - ✦ Workforce Planning and Talent Acquisition
 - ✦ Learning & Development
 - ✦ Remuneration, Rewards and Payroll
 - ✦ Labour/Employment Relations
 - ✦ Employee Wellness
 - ✦ Organisational Design and Development
- Line managers entrusted with HR management.

Course Duration

2 Days

14 CPD Points

Course Fee

- SABPP members R3 750.00 excl vat
- Non-members R4 500.00 excl vat