



12-14 September 2021 | 09:00 am - 04:00 pm

STRATEGIC HR BUSINESS PARTNER CERTIFICATION PROGRAM

Build credibility as an HR leader that influences, impacts, and advances your business and your career

Rapid-fire innovation. Market uncertainties. Talent shortages.

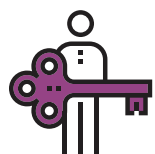
These are just a few of the constant pressures of doing business in today's world. To thrive in this volatile environment, organizations need their people strategies to align clearly with the goals of the business.

As an HR professional, you need to enhance your skill sets and adopt a new strategic mindset to advance your career and your business. HCI's intensive 3-day certification program is designed to facilitate this transformation. You will be immersed in a highly interactive, hands-on learning experience and equipped with processes and tools necessary to put ideas into action.

The role of the HR Business Partner is increasingly important. In fact, employers are **twice as likely** to fill HRBP positions from outside the organization. The struggle to find key strategic capabilities like business acumen and consulting skills within existing HR teams is a shortage they cannot afford. **Close this critical talent gap by enrolling in sHRBP.**

83% agree:

As a whole, my organization is in a state of constant change; priorities and strategies are continually shifting.



Strategic HR Business Partner

CERTIFICATION PROGRAM

Learn more and enroll at
hci.org/shrbp-course

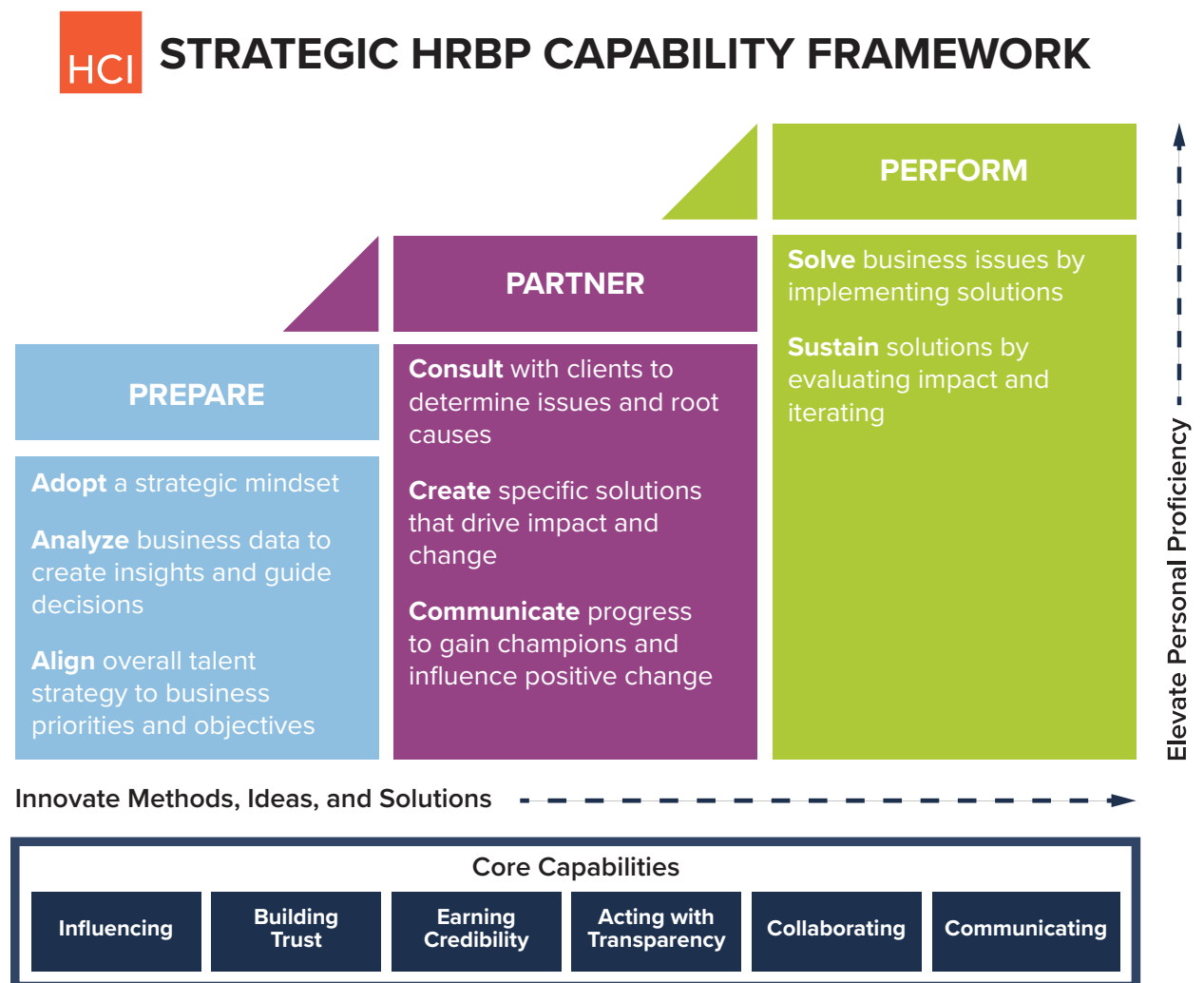
- ✓ 3-day interactive session
- ✓ Offered in-person, online, and in-house at your organization
- ✓ Includes industry-recognized certification
- ✓ Supports HRCI and SHRM recertification

Learning Objectives

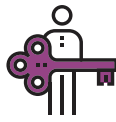
After completing the sHRBP certification program, you will be able to:

- ✓ Earn the credibility with your business partners that positions you as a trusted advisor
- ✓ Work with your partners to co-create innovative talent management solutions
- ✓ Help your HR team execute on your business strategy through those solutions

Course Capability Framework

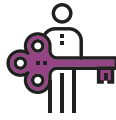


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Course Syllabus

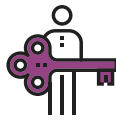
DAY 1: PREPARE	
Capabilities	Topics
Adopting a strategic mindset	<ul style="list-style-type: none"> Understanding the Prepare/Partner/Perform framework Adopting a strategic mindset and skill set Assessing yourself on the strategic continuum Working through a strategic lens
Analyzing business data to create insights and guide decisions	<ul style="list-style-type: none"> Understanding the importance of business data to HR Asking critical questions Identifying internal and external business factors Measuring business impact with business metrics
Aligning overall talent strategy to business priorities and objectives	<ul style="list-style-type: none"> Understanding HR's pivotal position Aligning talent strategy to business strategy Increasing your relevance to business Describing types of business strategies Varying talent strategies according to business strategies Documenting priorities and measurements Communicating with the Talent Measurement Value Approach Aligning HR interventions with talent and business strategies
DAY 2: PARTNER	
Capabilities	Topics
Consulting with clients to determine issues and root causes	<ul style="list-style-type: none"> Reviewing a day in the life of an HRBP Understanding consulting types: reactive vs. proactive Using a consulting model Creating a questioning strategy Determining root cause Collecting data and preparing insights Collaborating with partners Sharing findings with clients Developing recommendations Working with CoEs
Communicating progress to gain champions and influence positive change	<ul style="list-style-type: none"> Creating change through people HCI's Change Management Model Understanding resistance to change Making the case for change Communicating about change
Creating solutions that drive impact and change	<ul style="list-style-type: none"> Understanding your role as an HRBP Developing HR interventions Identifying the impact of talent optimization on business Using the appropriate talent management solutions holistically Aligning business issues, talent issues, and solutions



Course Syllabus

DAY 3: PERFORM	
Capabilities	Topics
Solving business issues by implementing solutions	<p>Recognizing the need for project management</p> <p>Implementing solutions</p> <p>Using different project management (agile vs. waterfall)</p> <p>Implementing a solution</p> <p>Using project management process and tools:</p> <ul style="list-style-type: none"> • Initiation • Project scope • Project charter • Planning • RASCI Model • Execution • Closing <p>Addressing project management challenges</p>
Sustaining solutions by evaluating impact and iterating so they can be used elsewhere in the organization	<p>Determining measurement intervals</p> <p>Using leading indicators to measure progress</p> <p>Putting reporting in place</p> <p>Creating insight from data</p> <p>Using the analytics value approach</p> <p>Visualizing data</p> <p>Use storytelling to drive key points</p> <p>Scaling solutions model</p>
Action Planning	<p>Determining what you can do immediately, in 30 days, in 6 months, and in a year</p>





Who Should Attend?

The sHRBP curriculum is designed for functional leaders, people leaders, and individual contributors seeking to advance their careers by elevating personal proficiencies, leading high-impact HR teams, and executing talent strategies that have a measurable impact on the business.

Sample titles include:

- ✓ Senior HR Business Partner
- ✓ HR Business Partner
- ✓ HR Generalist
- ✓ HR Director
- ✓ Talent Development Director
- ✓ People Manager
- ✓ Talent Analyst

HCI's Approach to Learning

Human Capital Institute provides solutions that advance the practice of human capital and strategic talent management. We are a global clearinghouse and catalyst for new ideas and next practices, and a resource for the most progressive organizations and executives in the world, with more than 20,000 participants trained through our education programs.

HCI courses use the most current insights, perspectives, and proprietary research to create interactive and collaborative learning experiences that incorporate:

- ✓ Practical and actionable concepts, presented in a case-based format by senior thought leaders and formally trained facilitators
- ✓ Intense focus on building strategic perspective and enabling better decision-making
- ✓ Guided action planning to ensure on-the-job utilization and produce measurable results
- ✓ A blended, learner-centered approach to maximize engagement and outcomes
- ✓ An extensive library of learning resources and comprehensive toolkits for deeper learning and application



Approved for **19.5 Business** recertification credit hours toward PHR, SPHR, and GPHR recertification through the HR Certification Institute.



Pre-approved for **19.5 Professional Development Credits (PDCs)** toward SHRM-CP or SHRM-SCP Certifications.

Ron Thomas, MHCS, SWP, GHCS

Human Capital Institute, Senior Faculty

- **Global HR** background that spans many industries, cultures and countries including USA, Dubai, Saudi Arabia, India, China, Brazil, Africa & Amsterdam.
- Cited by CIPD as one of the **Top 5 HR Thinkers** in the MENA region
- Named one of the "**50 Most Talented Global HR Leaders**" in Asia by World HRD Congress
- Senior International Faculty Human Capital Institute. HCI
- Board Membership: Harvard Business Review Advisory Council, McKinsey's Quarterly Executive Online Panel, Expert Advisory Panel on Talent Management Strategy, **HCI**.
- **Published Work:** The Wall St. Journal (print), Inc. Magazine, Canadian Business, Workforce Magazine, Crain's New York Business, Chief Learning Officer Magazine, Barrons
- Keynote Speaker in more than **10+ HR & Leadership Conferences** Speaking Engagements in Abu Dhabi, Dubai, Bahrain, Muscat, Istanbul, Riyadh, India and other countries.



His HR background spans many industries, cultures and countries including India, China, Brazil, Dubai, Africa, Turkey as well as Saudi Arabia.

Most recently he was named as one of the "50 Most Talented Global HR Leaders in Asia by World HRD Congress" and was also recognized with the "Strategic Leadership Award for Global HR Excellence" in 2012

He is a frequent blogger and writer on HR topics: TLNT.com, CEO.com & People and Management Magazine. His books authorship includes:

- "Getting HR Technology Back to HR Reality"
- "Creative Onboarding Programs" - McGraw Hill
- "Learning to Lead: Lessons in Leadership"

His work has been featured in the NY Times, Wall Street Journal, Crain's NY Business, Workforce Management Magazine, HR Matters, People and Management magazines as well as a sought after Key-Note speaker and panelist.

He has held senior level HR roles with Buck Consultants (Xerox), Martha Stewart Living and IBM.

REGISTRATION DETAILS

Regular Fee: **USD. 2750** per participant

Includes courseware, certificate, and business networking.

For registration(s), send us your

Name, Designation, Organization, Mobile, E-Mail and Postal Address to register@simfotix.com

For further information please contact

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