

Strategic HR Business Partner Workshop in Tokyo - May 2020



Following the success of the previous open seminars, Globalinx are once again partnering with ChapmanCG and GE Healthcare to offer an exclusive two-day professional development program for leading HR Business Partners in Tokyo and across Japan.

This partnership has one mission in mind: to offer a Japan-based learning platform for HR Business Partners that will equip them with the necessary skills to compete on the global stage.

The emerging requirement for HR professionals in Japan is to act as true Business Partners to the organization. To meet this requirement, HRBPs need to act as consultants with their internal customers and work with them to build an organization that can win in the marketplace.

Note: The seminar report with participant's comments from the previous HRBP workshop (Nov. 2019), is available on the [Globalinx website](#).



The workshop will help you to:

- Develop skills to be a valued consulting partner within your business
- Keep pace with HR best practice in Japan and internationally
- Learn and network with the best in the field



Format

- Available as an open seminar or in-company for HR teams

Who Should Attend?

- The workshop is for HR Managers, HR Business Partners and anyone looking to move to an HRBP role in future.

Language

- This workshop is facilitated in Japanese

Price

- Open seminars: JPY 165,000 per-participant for the full two-day seminar (schedule on next page)
- Price includes: all seminar materials and workbooks, lunch, coffee, water and snacks. (Not including tax)

Location

- [Vision Center](#): Tokyo Station. Yaesu Exit.

Key Program Elements

1. The role of a strategic HR Business Partner
 - What business leaders expect from their HR Business Partners
 - Role of the Strategic HRBP
2. Competencies needed to be a successful Strategic HRBP
 - The skills, knowledge and capabilities required
 - Competency self-assessment
3. Developing business acumen
 - Understanding company performance through the vision, strategy, objectives and results
 - Conducting a SWOT analysis
 - Linking the HR Strategy to Company Strategy
4. Conducting a full organizational analysis
 - HR data analysis – understanding business issues through HR data
 - HRBP interviews – interviewing internal customers to understand the needs of the business
 - Developing HR interventions to address uncovered needs
5. Influencing the business
 - Presenting HR solutions that meet the true needs of the business
6. Personal development plan
 - Creating a personal action plan to develop Strategic HRBP skills and competencies

Next Seminar Dates, in Tokyo
May 20th & 21st, 2020

Please register online at:

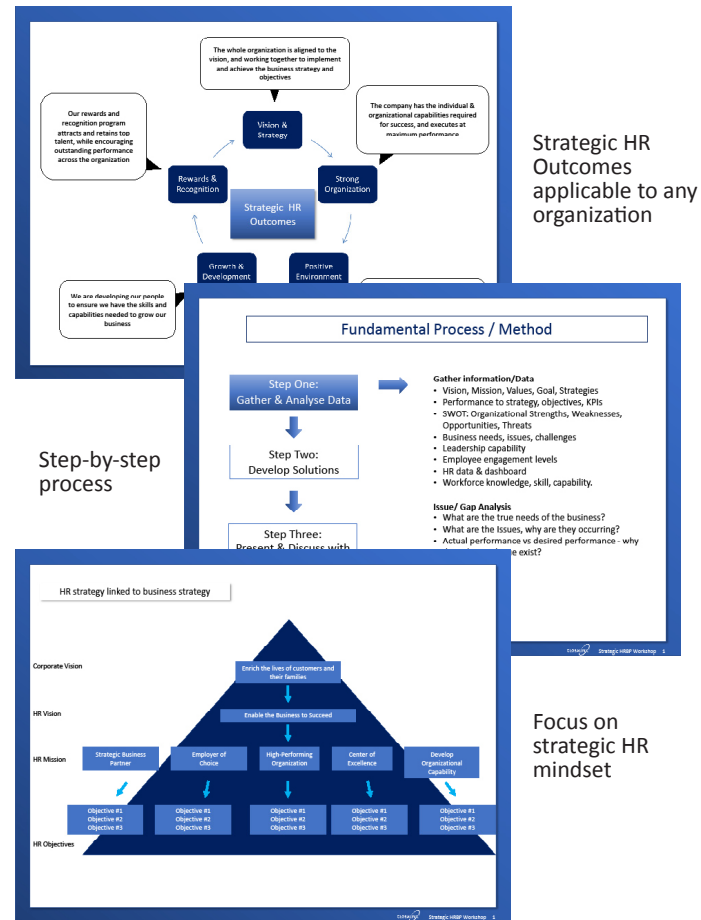
<https://www.cvent.com/d/ynqnf5/4W>

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Two-Day Workshop Schedule

<p>Day 1</p>	<p>What Business Leaders Expect From HR</p> <p>What is a Strategic HR Business Partner?</p> <ul style="list-style-type: none"> • Being a Successful HRBP • HRBP Survey to HR Directors – key results • Activity - HRBP Self-Assessment • The Strategic HR Business Partner – what it is and what HRBPs should deliver • Your goals for this workshop <p>Linking HR Strategy to Business Strategy</p> <ul style="list-style-type: none"> • Developing the HR Strategy • Activity - Understanding the Company Report • Case Study: The Robo-Doc Division <ul style="list-style-type: none"> > Elements of the HR Strategy > SWOT Analysis > The HR Solution Matrix > Visualizing the HR Strategy
<p>Day 2</p>	<p>Conducting an Organizational Analysis</p> <ul style="list-style-type: none"> • Organizational Analysis: Key Elements • Example Organizational Analysis Report • The Fundamental Process • Case Study: The Robo-Doc Division <p>Gather & Analyze Data</p> <ul style="list-style-type: none"> • Interviewing Business Leaders • Analyzing HR Data • Company Vision & Performance • Organizational Competencies • Identify Key Roles/Key People • Leadership Assessment • Analysis Tools <p>Develop Solutions</p> <ul style="list-style-type: none"> • Brainstorm Solutions • Solution Impact Analysis • Criteria Matrix <p>Present & Discuss/ Agree Actions</p> <ul style="list-style-type: none"> • Graphics & Presentation • Strategies <p>Personal Development Plan</p>



Full HR data provided for case studies



For further details please contact:

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Please register online at:

<https://www.cvent.com/d/ynqn5/4W>

Note:

The seminar report with participant's comments from the previous HRBP workshop (Nov 2019), is available on the Globalinx website.

About the program developer



Kevin Reynolds has over 20 years experience in Human Resources and People Development. He worked as; Training Manager, HRBP and HR Director at Intel Japan, and as HR Director for Maersk Line. He is now a senior consultant for Globalinx, responsible for developing and facilitating Leadership and HRBP seminars.

GLOBALINX specializes in developing Leadership, management and communication skills for people working in global business environments. We provide a comprehensive range of employee development programs and services linked directly to the operational and strategic needs of our client's business.

