

GLOBALINX CORP

International Training Consultants



Strategic HR Business Partner Workshops

For HR professionals who interface with the business
Six-Week Online program

Develop skills to be a valued consulting partner within your business



The Strategic HR Business Partner

An HR professional who interfaces with the business, providing human capital solutions to enable the organization to implement its strategy and achieve business and organizational goals



The emerging requirement for HR professionals 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

The series of workshops 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



Combining Online Lectures and Workbooks

Format

- Online workshops
- Also available as a in-company program 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.

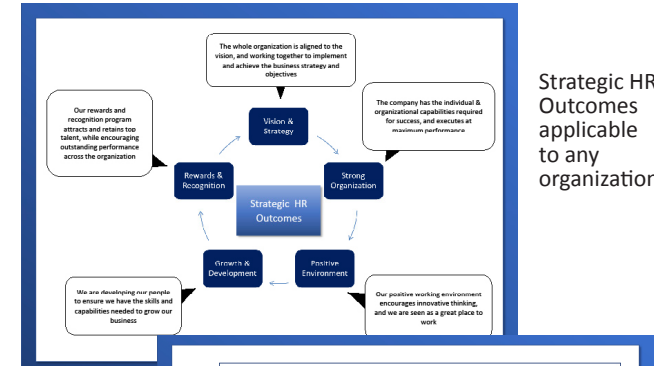
Language

- The workshops are available in both English and Japanese
- For details on pricing and schedule, please see here: <https://sites.google.com/view/globalinx-online-learning/home>

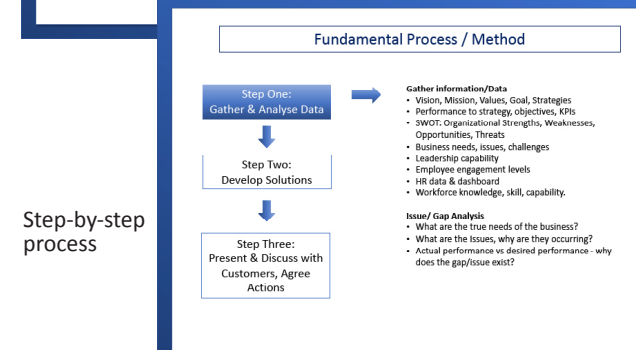
Note:

The seminar report with participant's comments from the previous HRBP workshop (Classroom - Nov 2019), is available on the [Globalinx website](https://globalinx.co.jp).

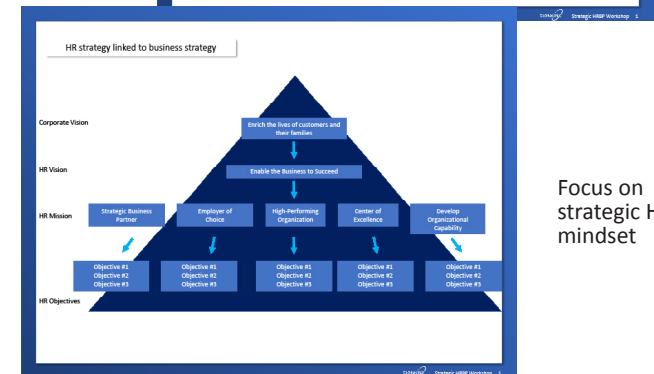
Suppoted Online Platforms



Strategic HR Outcomes applicable to any organization



Step-by-step process



Focus on strategic HR mindset

Full HR data provided for case studies



Enrolment Details

TEL 03 (5297) 8243
Email: info@globalinx.co.jp
URL: <https://globalinx.co.jp/>

Online Workshops

Select the one that best meets your needs - Or attend all three!

The Role of the Strategic HR Business Partner

- The skills, knowledge and capabilities required
- Competency self-assessment

What Business Leaders Expect From HR

- Hint: Their goal is to create an organization that wins in the market

Developing Business Acumen

- Understanding company performance through the vision, strategy, objectives and results

Meeting the Expectations of the Business

- How to establish the key priorities of your customers

Key HRBP Outcomes

- HR solutions that meet the true needs of the business - an Overview of the process

Tools and Templates

- Techniques, methods and templates you can use tomorrow

Analyzing Data

- HR data analysis – understanding business issues through HR data
- Business data analysis – deep dive on understanding company performance and challenges through the vision, strategy, objectives, results, internal & external presentations, etc.

Interviewing Internal Customers

- HRBP interviews – interviewing internal customers to understand the true needs of the business, covering:
 - Business Strategy
 - Talent & Capability Needs
 - Culture & Organization

Developing Solutions & Interventions

- Developing HR interventions to address uncovered needs

Interfacing with the Business

- Getting the Message across: "What you can expect from HR as a Business Partner"

Presenting to the Business

- Structuring the presentation to meet the expectations of your customer
- Present for the business, not for HR

Handling Difficult Situations

- Overcoming Disagreements and Achieving Win-Win Solutions with your internal customers

Workshop One: Fundamentals of Strategic HR Business Partnering

- Developing Business Acumen
- Understanding company performance through the vision, strategy, objectives and results
- Meeting the Expectations of the Business
- How to establish the key priorities of your customers
- Key HRBP Outcomes
- HR solutions that meet the true needs of the business - an Overview of the process
- Tools and Templates
- Techniques, methods and templates you can use tomorrow

Workshop Two: Conducting an Organizational Analysis

- Analyzing Data
- Interviewing Internal Customers
- Developing Solutions & Interventions

Workshop Three: Influencing the Business

- Interfacing with the Business
- Presenting to the Business
- Handling Difficult Situations

What You Can Expect From Strategic HRBP



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



Program Developer: Kevin Reynolds

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.

He has gone through several acquisitions and restructuring, which together with attending thousands of business meetings and presentations have given him valuable insights and experience in understanding the need for clear leadership and communication at all levels in the organization.

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