

The Emerging Requirement

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.



Why Coaching?

Individual one-on-one coaching helps HRBPs move from where they are now to where they want to be, with lasting improvements in capability and effectiveness. It's based on 1:1 interactions, where the Coach and HRBP gain the insights, clarity and focus needed to overcome challenges and improve performance. It's more direct and focused than classroom based development, but at the same time is an excellent way of following up on an HR workshop.

Content

Our coaching sessions can cover all aspects of Strategic HR Business Partnering, from "How to conduct an organizational analysis" to "Coaching the leadership team."



We also cover these areas in our series of open workshops (see www.globalinx.co.jp), but one-on-one coaching focuses on the specific challenges and development areas for the individual HRBP.

Some common challenges faced by HR Business Partners

- Linking HR Strategy to the business strategy
- Acting as a consultant to the business
- Conducting an organizational analysis
- Developing employee engagement
- Fostering Innovation
- Leading change
- Building high performing teams
- Interpersonal & Conflict resolution
- Talent management and Succession Planning
- Giving feedback on 360 Surveys
- Use of Psychometric profiling
- Implementing a leadership development program
- Conducting a Mission/Vision Workshop with the senior management team
- Coaching the senior leadership team

The Approach

- Use of HRBP "Self-Assessment" to establish gaps or areas of development
- Experienced Coaches: Can call upon a wide range of experiences to help resolve individual challenges.
- Problem-focused: Dealing with important business and/or personal issues and concerns.
- Practical solutions: Tried and tested methods and tools that work.
- Developed in Japan, by Global HR professionals, Executive & Leadership Coaches and Business Skills Trainers with years of experience working in both Japanese and Global companies.
- Can be delivered face-to-face, or via Zoom, WebEx, Skype, etc. 1 to 3 times per month, over 3 to 12 months.
- Can be delivered in English or 日本語



Consultants and Coaches

Our consultants and coaches are an international team of talented and experienced HR Professionals, who bring direct experience of dealing with the many problems faced by HR teams in both Japanese and foreign organizations.

HRBP Self-Assessment		1 (low) - 5 (high)
How would you evaluate your current capability level as an HRBP?		
Business Acumen		
1. I understand the future vision and strategy of the company 会社の将来へのビジョンと戦略を理解している		
2. I demonstrate a good understanding of the business environment ビジネス環境をよく理解している		
3. I keep up to date with trends inside and outside my sector which may have business implications ビジネスに影響を与え得る自身の分野の内外トレンドを常に把握している		
4. I help to shape the direction of the business in line with strategic priorities 戦略的優先事項に沿ってビジネスの方向性を示すことができる		
Talent Development		
5. I effectively develop the next generation of leaders 次世代のリーダーを効果的に育成している		
6. I am skilled at identifying talent issues before they affect the business ビジネスに影響が出る前に、個人の才能を効果的に見極めている		
7. I build high performing teams with my internal customers 社内の顧客とともに高いパフォーマンスを生むチームを作っている		
8. I am proficient at implementing training & development activities トレーニングと人材育成活動の構築/実施に慣れている		
9. I feel comfortable in coaching the leadership team of my business group 自身の所属するグループのリーダーチームを指導することができる		
Networks & Internal Relationships		
10. I develop good internal networks 優れた社内ネットワーク(人間関係)を構築している		
11. I build strong relationships with clients quickly 顧客と強い関係性を迅速に築くことができる		
12. I build trust by getting to know their needs well 相手のニーズをよく知ることで信頼を築けている		
13. I respond quickly and effectively to manager questions & inquiries 上司からの質問や照会に迅速かつ効果的に応えている		
14. I can effectively deal with difficult or unreasonable managers 困難い上司や上司とうまく対処できる		
Organizational Development		
15. I know how to conduct an organizational capability assessment 組織の能力評価を実施することができる(方法を知っている)		
16. I understand how to align HR strategy to the business strategy HRの戦略をビジネス戦略に合わせる事ができる		
17. I am comfortable using HR data to make the business case 従業員数の増加にHRのデータ資料を利用することができる		
18. I can effectively present HR solutions to the business ビジネスに対してHRからのソリューションを効果的に示すことができる		
19. I feel comfortable presenting organizational designs and/or structures 組織の設計/構造を抵抗なく提示できる		
20. I am proficient at leading change initiatives 変化への取組/推進を導くことができる		
21. I understand how to conduct workforce planning ワークフォース・プランニングの実施について理解している		
22. I effectively communicate organizational values 組織の価値感を効果的に伝えることができる		
Employee Support		
23. I deal effectively with interpersonal conflicts 対人関係の争いとうまく対処できる		
24. I effectively handle employee issues, e.g., harassment ハラスメントなどの労働問題を効果的に処理できる		
25. I respond quickly and effectively to employee needs 従業員のコースに迅速かつ効果的に応えることができる		
Total ->		

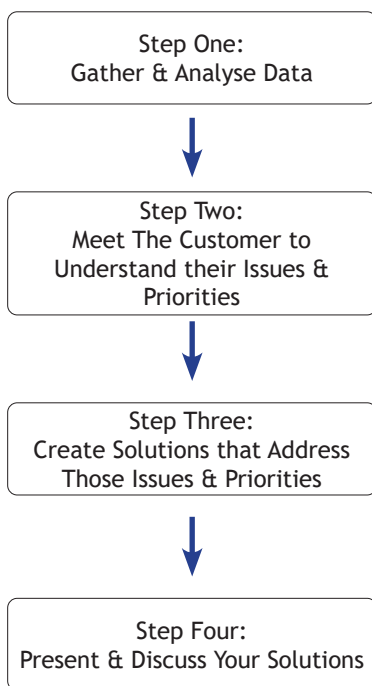
What is a Strategic HR Business Partner?

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 goal is to create a Highly-Engaged and High-Performing Organization that Achieves Extraordinary Results

Meeting the Expectations of the Business



One-on-One Coaching can cover these, or any other areas / topics - Please ask us!

Skills & Capabilities Required to be an Effective HRBP

Business Acumen

- Using insight of the internal and external business environment to develop human capital solutions that improve business performance

Innovation

- Develop and propose creative solutions to human capital problems

Leadership

- Persuade line managers of the need for HR programs, by taking a leadership position
- Interpersonal communication skills
- Reconciling different interests, Conflict resolution

Develop and use metrics to

- Support the HR business case
- Align HR strategy with the business strategy
- Assess the performance of HR programs

Workforce management

- Use HR knowledge on engagement, performance management and organizational capability to provide strategic solutions to human capital problems

Legal expert

- Understanding the legal framework and regulations to ensure organizational compliance

Transactional HR

- Keeping accurate organizational and employee records
- Executing HR procedures and processes



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.