XCELERATE TRAINING INSTITUTE
your learning & development partner

HUMAN RESOURCES MANAGEMENT (HRM)

HR Business Partner (HRBP) Training Course

DURATION	LANGUAGE	FORMAT
5 days	**English**	**Classroom / Online**

Upcoming dates

Dates	Venue	Format	Fee
3 – 7 May 2027	Live online	Online (live)	**€1,200**
14 – 18 Jun 2027	Boston	Classroom	**€4,800**
8 – 12 Nov 2027	Live online	Online (live)	**€1,200**

Register or ask a question

Online: x8ti.com/course/hr-business-partner-hrbp-training-course-2/

+491631686678 · info@x8ti.com

HR Business Partner (HRBP) Training Course

Introduction

Introduction

HR expert who partners with the business unit to streamline processes, management and employees for the achievement of business goals. The HRBP provides effective knowledge about the business unit's financial position and culture.

A functional expert with a knack for handling HR-related responsibilities to ensure the success of individual business units. HRBP works closely with the leadership, making its place on the board of directors collaborating with the C-suite.

HRBP is a consultant building relationships, understanding challenges, gauging opportunities and providing resources.

HRBP plays a vital role in acquiring top new talent, make sure that the existing employees are allocated according to their competencies, experience and worth, with the opportunities and training required for the growth and development of the individual.

The key responsibilities entail boosting employee morale, advocating for benefits that are competitive and build a strong company culture.

This Xcelerate Training Institute training helps professionals identify the tangible value associated with their activities which are achieved by incorporating all aspects of strategic planning and business operations. They get guidance to find the right fit of employees for organizational objectives, enabling positive results.

Learning Objectives

- Understand the evolution of HRBP, its roles and functionalities
- Know the role of an HRBP in change management during rapid growth
- Appreciate the importance of the function-focused HR vs. generic HR
- Analyze the existing need of the organization
- Implement appropriate human resource policies and procedures
- Align HR policies to specific departments, aligned to overall organizational strategies
- Identify the vital areas where the HRBP can add value
- Assess a range of critical and problem-solving tools
- Amplify the effectiveness of training & development
- Effectively accelerate team performance and results by developing a solution-oriented approach
- Learn how HRBP can assist managers to increase employee motivation and retention
- Realize different skills of a business partner, its credibility, and skills for influence
- Understand crucial conversation, appreciation, probing and behavioral skills that are required to

maintain rapport
- Collaborate in making strategic decisions to strengthen the relationship between financial acumen and outcomes

Training Methodology

This program on HR Business Partner (HRBP) Certification Training Course is specially designed by Xcelerate Training Institute to equip HR professionals with expertise in managing HR functions efficiently.

We endeavor to make the participants' learning effective by incorporating case-based discussions, individual and group activities, video-based discussions.

The interaction with HR professionals from different industries adds to the exposure and cement learning of concepts and relative implementation.

Our experiential learning methodology at Xcelerate Training Institute ensures successful assimilation of knowledge and implementation of learned concepts.

Benefits for Your Organization

- Develop a premeditated mindset that is collaborative, testimony-based, business-driven, and flexible
- Analyze, create, support, and manage the HR business system
- Identify the Employee Champion role by representing and communicating employee needs
- Effectively endorse, support, advise senior leaders on HR initiatives, supporting business goals
- Develop a system to accelerate growth by applying effective strategies
- Improve employee job competencies for effectiveness and productivity
- Identify, develop, and groom key employees for advancement
- Recognize employee strength and weakness by analyzing employee review data
- Provide training and assistance to employees to grow rapidly as well as accelerate incoming business
- Be strategic advisors to suggest a change before processes turn obsolete preventing burnout

Benefits for You

- Learn to understand the business in-depth
- Demonstrate skills to influence senior leaders and help them achieve goals
- Learn to be flexible and open to change, influencing others for the same
- Learn to be a change mediator to support and implement change
- Plan and hire the right resources for the success of each business group
- Understand how to conduct strategic planning sessions for developmental goals and projections
- Define and implement clear rubrics for performance measurement
- Transcend to unconventional ways of implementing technology and innovation in the HR arena
- Learn to make and influence strategic decisions to accelerate growth
- Bridge gaps between teams, employee and management

Target Audience

HR professionals who want to craft a niche in a particular industry, department or function, Functional experts who have a knack for HR and want to usher into HR function, Independent HR professionals at any level

Course Outline

Basics of HRBP

- Definition and importance
- HRM(Generic) Vs. HRBP
- History, need and evolution of HRBP

Duties and Responsibilities of HRBP

- Coaching and mentoring executives on HR issues
- Strategic Planning
- Driving initiatives for employees and management
- Accelerate the growth and development of the department
- Introducing and promoting the use of advanced technology for certain functions
- Employee engagement, satisfaction, and employee retention

Strategic HR Metrics

- Making essential and proactive changes
- Aligning talent strategies with business strategies and goals
- Identifying the thought processes, goals, and strategies that influence the business decisions
- Understand the meaning of being strategic and perform strategically
- Improve credibility and influence significantly through every interaction
- Using the techniques of valuation and evaluation
- Levels of HR Strategy and Business Strategy

Business Acumen, Strategy & Basic Finance

- Understanding the business, its financial lexicon and theories
- Identifying and bring in effect the quantifiable benefits of talent initiatives
- Rationalize talent initiatives by exhibiting benefits and ROI
- Communicating the importance of HR/talent initiatives through the lens of the business

Skills Required to be HRBP

- Should possess an effective sales attitude
- Must be results-oriented to successfully plan and execute strategies
- Successfully manage teams and think critically and lead projects effectively
- Managing priorities that help leverage time efficiently for overall success
- Should be able to listen, communicate and present
- Think strategically
- Demonstrate high professionalism to influence employees and enhance engagement

HR Data & Analytics

- Analyze data arrive at metrics and support refining business objectives
- Drive change using evidence-based insights to gain buy-in
- Use models and frameworks (globally prevalent)
- Pay, rewards, hierarchy and processes
- Use methods to assess roles refine guidelines with changing global industry norms
- Benchmark processes and match industry competition

Challenges of HRBP

- Understand and deliver to the needs of the Customer in time
- Addressing the concerns of line managers and HRD
- Identifying and finding a solution for the cause of problems

Maximizing training and development

- Identifying the need for development
- Applying alternative learning techniques & opportunities
- Increasing the learning efficiency
- Determining impact and ROI of training

Employee retention strategies

- Reviewing organizational orientation
- Engagement & retention strategies
- Preferred employer initiatives

FAQ’s, Role-plays, Case studies and Discussions

- An opportunity to meet seasoned HRBP’s and get insights from them
- Discuss industry-related challenges through case-based discussions
- Curate solutions for specific industry/ function related challenges by collaborating with different HR professionals joining the session, gain broader, out of the box perspectives
- Benefit by networking with different HR professionals

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Registration Form

HR Business Partner (HRBP) Training Course

Preferred dates: ..... Venue or online: .....

Duration: 5 days Language: .....

Please complete and email this form to us, or register online. We confirm your place and send the invoice within one working day.

Delegate information

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

Official email: ..... Personal email: .....

Company information

Company name: .....

Address: .....

City / country: ..... VAT / tax number: .....

Person responsible for training & development

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

Email: .....

Payment

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Signature: ..... Date: .....

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info@x8ti.com

Register online
Open the course page