

# DEVELOPING HRBPs

## Introduction

For competitive success, it is critical that the functional strategies of an organization are aligned with its business strategy. A Human Resource Business Partner (HRBP) focuses on aligning the “people strategy” with the business strategy. Additionally, they ensure that the different sub-functions are also aligned and working in unison. They focus on tasks of strategic importance for the company and emphasis upon strategically influencing and growing an organization from within.

The program is suitable if you are aspiring to, or are new to the HR Business Partner role, or an HR professional working for an organization which wishes to progress their HR function to operate as a Business Partner in practice. Ideally you are in Junior or Mid-level positions with 8 or more years of work experience.

## Program objectives

On completion of the program, participants will be able to:

1. Develop HR leadership skills to become a strategic contributor.
2. Understand the performance expectations for HRBPs and demonstrate standards of professional excellence
3. Develop internal consulting skills in one's role as a partner/account manager for business leaders.
4. Sharpen their business acumen and use system thinking to implement and align business decisions with HR function.
5. Be data-driven and effectively use HR analytics for an improved employee experience.
6. Identify the multiple stakeholders, communicate effectively with them, manage crucial conversations
7. Develop a growth mindset and creatively convince how HR can make a positive difference.

## Pedagogy of the Program

This program is designed as an active and intensive learning experience. During the three-day program, participants will gain evidence-based knowledge, skills, and tools that will prepare them for moving into HRBP roles in their organizations, or perform better if they are already in a similar role. Experiential learning assignments, team exercises, facilitated group discussions, case analyses, and role-plays will be used as pedagogical tools. Participants will be required to read and analyze the study materials in advance for effective discussion and learning during the MDP.

## Indicative Content of the Program

### Day 1

Introduction to HRBP Role  
Developing Strategic Mindset  
Enhance consulting skills  
Speaking the language of Business

### Day 2

Developing Business and Financial Acumen  
Evaluate talent management outcomes with business metrics  
Mastering HR Analytics  
Quantifying benefits of HR initiatives

### Day 3

Managing Organizational Change  
Developing personal credibility and executive presence valediction

**Program Director: Prof. Viraj Varma**

**Fees (Per Candidate): Rs 27300+GST (Non Residential-In Campus), Rs 21000+GST (Online)**

**Proposed Dates: December 16 to 18,2021**