



Business Partner programme

Programme overview

Discover how you can develop and progress as a Business Partner. This blended Digital and Virtual classrooms programme is your gateway to attaining valuable information on how business partnering operates in practice.

- ✓ **Evidence based**
- ✓ **Reflective of People profession values**
- ✓ **Close the gap between research and practice in the people profession**

More than ever before, People Professionals are expected to deliver pragmatic and measurable solutions that support and add greater value to the business.

So, stand out from the crowd and become an effective Business Partner of today, and for tomorrow. This comprehensive on-line programme will give you all you need to develop business credibility and agility, the skills to build effective relationships across your organisation, plus the knowledge and confidence to prove your HR function's worth in a constantly changing business world.

Expectations of how People Professionals add value to the business are rising. Organisations require more in terms of contribution to strategy, the execution of business plans, and the delivery of tangible commercial benefits. To do this, People Professionals need to understand the business model, be evidence-based, outcomes-driven and principles-led to provide business leaders with the right information at the right time and in the right format.

Designed in conjunction with practising, highly experienced People Professionals, this unique and practically engaging programme will enable you to identify how to achieve business objectives, through the design and implementation of agile and value-driven HR solutions and behaviours.

Type of delegate

This programme is designed for People Professionals aspiring to become a Business Partner, or junior developing People Business Partners looking to increase their knowledge and skills in the development and implementation of business focused, value-driven HR solutions. To gain from, and contribute to this programme fully, you must be in an HR related role.

Outcomes and benefits

- Know how to focus on the areas that matter most and add greatest value to your business now and in future
- Differentiate between organisational drivers and dynamics behind sustainable success
- Demonstrate your credibility with key stakeholders in making a lasting impact on organisational success
- Maximise the opportunity to demonstrate your knowledge, skills and behaviours given the current worldwide climate.
- Build effective relationships and increase your visibility within your organisation
- Develop your capability and potential to become a future People Leader

CourseTutor:



KARLO'CONNOR FCIPD

<http://ie.linkedin.com/in/oconnorkarl>

Karl has been working as a trainer, facilitator, executive and leadership coach, consultant for over 30 years having previously built up his senior management and business experience mainly within the financial sector. His specialist fields are human resources, leadership, coaching skills, high performing teams, employee engagement and building resilience during change. Karl has worked mainly in Ireland and the UK with both the private, and public sector. He is a co-author of Coaching Champions, is a national award winner for HR best practices and featured as a case study in People Management magazine for change management, flexible working and employee engagement. Karl is a non-executive Director of a leading Irish charity, One in Four.

Qualifications:

- Bachelor of Business Studies, Hons, University of Limerick
- Master of Business Studies, Hons, University College Dublin
- Fellow of CIPD
- Member of Irish Institute of Training & Development
- Fellow of Institute of Banking
- 7 Habits of Highly Effective People, Facilitator
- Cycle of Leadership Facilitator, Ross School, University of Michigan
- Certificate in Emotional Intelligence, EQ-I London
- Advanced Diploma in Personal, Leadership and Executive Coaching, Kingstown College/Coaching & Mentoring International

Recent Experience:

RBS/Ulster Bank: Coached and consulted with several C-suite executives over a 12-month period to achieve performance excellence. Worked as part of a team that won a 2017 Association of Coaching/Irish Institute of Training and Development award and was part of an RBS team which went on to win a Princes Royal training award for the Determined to Lead programme.

McCabe Pharmacy Chain: Design and co-facilitation of Listening sessions with Pharmacists and Managers focused on a Great Place to Work. Developing as Lead Trainer and Facilitator of CIPD/McCabe 10 Module Leadership Development programme.

IFA: Design and delivery of effective communication and presentation skills for 100 Farmers on behalf of IFA Skillnet programme.

Credit Union: Consultancy design and facilitation of sales, service and high-performance team programme aligned to new strategy for regional credit union undergoing major change.

Glasnevin Trust: Trained management team on people involvement and communication skills following an employee survey. Currently consulting with HRD and coaching executive team.

Leadership Coaching: Coaching senior leaders and middle managers to become more productive across several organisations including AIB and Chartered Accountants.

Fees: €995

For further information please contact us at

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