



## **HR Business Partner programme**

*CIPD Ireland have transitioned our professional development learning provision to a virtual classroom format, where you can learn great content in a powerful interactive format and engage with like-minded peers.*

Expectations of how people professionals add value to the business have risen. 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.

### **HR Business Partner programme overview**

This programme is your opportunity to invest in your development and progress as a HR Business Partner. A blended digital and virtual classroom programme, it is your gateway to acquiring valuable information, insights and skills on how business partnering operates in practice.

More than ever before, people professionals are expected to deliver pragmatic and measurable solutions in an agile way that support and add greater value to the business.

So, stand out from the crowd and become an effective business partner for today, and for tomorrow. This comprehensive virtual learning programme, equivalent to 3 days, 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.

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.

### **Who is it for?**

This programme is designed for people professionals operating as or aspiring to be a Business Partner and looking to increase their knowledge, skills and impact in the

development and implementation of business focused, value-driven HR solutions. To gain from, and contribute to this programme fully, you should be in an HR-related role.

## **Outcomes and benefits**

The programme will provide the following learning outcomes:

- 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

Key learning objectives:

- Understand the trends of the future of work
- Identify the role of the HR Business Partner superstar
- Explain the four foundations of business-savvy HR and how to apply a strategic mindset
- Generate insight from data for an insight-led approach
- Understand the language of business
- Identify stakeholders and influence with impact
- Understand different coaching/mentoring approaches and how to apply them
- Become a credible organisation trusted advisor

## **Virtual learning structure**

This development programme is made up of six core sessions/unit, each comprising digital pre-course learning and interactive virtual classroom facilitated by a leading expert in this field.

Modules are spread over three weeks Each module consists of two highly interactive webinars (2-hour sessions) supported by digital resources and application before and after each module.

### **Module 1 - The role of the HRBP**

- Session one    The Future of Work  
                          The HR Business Partnering model

Session two Defining the role - a HRBP Superstar  
Strategic Partnering

### **Module 2 – Working across the business**

Session three Understanding the business  
The 4 foundations of Business Savvy

Session four Understanding HR analytics  
HR analytics in practice

### **Module 3 - Being a trusted advisor and coach**

Session five The Trusted Advisor  
HRBP as an organisational Coach-Mentor

Session six Coaching practice  
Coaching practice continued

### **Programme tutor**



**KARL O'CONNOR FCIPD**

Karl has been working as a trainer, facilitator, executive and leadership coach, consultant for over 30 years and 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.

### **Next Programme dates**

Tuesday 11, 18 and 25 May 2021

Virtual classroom sessions will take place 10.00 – 12.00 and 14.00 – 16.00 each day.

## Special introductory fees

The programme is available at a special introductory fee, which includes all materials and resources

**CIPD Members: €995**  
**Non-members: €1,095**

**For further information please contact us at:**

**Email: [info@cipd.ie](mailto:info@cipd.ie)**

**Phone: 01 566 6627**

*CIPD programmes can be customised and delivered in-house. To discuss your organisation's training needs, please contact a member of the CIPD Ireland team **on 01 566 6627** or [info@cipd.ie](mailto:info@cipd.ie)*