



CERTIFIED HUMAN RESOURCE BUSINESS PARTNER (CHRBP)

HR BUSINESS PARTNER: TRANSITIONING FROM TRANSACTIONAL TO STRATEGIC FOCUS

MALAYSIA HR FORUM ACADEMY
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MODULE OVERVIEW

The HR Business Partners help align an organisation's people strategy with its business strategy. They are at the frontline of the businesses, fulfilling the key role of integrating business strategy with people management practices. They are HR experts and people champions, but also a change agent and a strategic partner for the business. HRBP professionals partner closely with business units to ensure that an organisation's strategies for acquiring talent, engaging and retaining employees align with overall business goals. Success as an HRBP means knowing the intricacies of how a business works and what it needs to achieve its financial and operational goals. Together with business unit leaders, the HRBP works on setting priorities, driving values, and delivering business results, keeping the people element in perspective.

TARGETED PARTICIPANTS

- HR Advisor
- HRBP Specialist
- HRBP Manager
- Senior Manager
- HR Generalists
- Recruitment
- Talent Acquisition Professionals

METHOD OF TRAINING

- Interactive With Lecture-Sharing
- Small Group Activities
- Case Studies
- Role Plays



LEARNING OUTCOMES

Upon completion of the programme, participants will be able to:

- Describe and understand the full implications of the modern role of HR in becoming a “real” business partner to the business,
- Recognise and identify areas where HRBP can add value to the organisation and contribute to the achievement of planned objectives,
- Identify the various aspects of HRBP portfolio as well as how and when to implement them towards supporting the leaders/organisations.

LEARNING OBJECTIVES

- Have a clear understanding of HRBP roles and responsibilities and how HRBP can effectively + efficiently support the business units
- Build confidence and insights as an HRBP, to manage challenging situations and different stakeholders in achieving specific business objectives
- Think critically and provide sustainable solutions while adding value to the businesses
- Advise business leaders on matters pertaining to people-business issues, especially on talent management and engagement
- How to be the change agent to drive business and people strategies
- Partnering successfully with other HR COEs



CONTENT DAY 1 | 9 AM - 5 PM

MODULE 1: TRADITIONAL VS. STRATEGIC HR

- The evolution of HR over the past decade: Then, Now and Next
- Competency-Based HR
- Challenges and limitations of traditional HR

MODULE 2: THE NEW HR: ARCHITECT OF THE TALENT MACHINE

- Achieving business results, not just HR results
- How HRBP's role has evolved and grown into a Strategic partner
- Anatomy of the HR: Integrated approach of managing people risk and sustainability

MODULE 3: THE HR BUSINESS PARTNER MODEL

- Fundamentals + Core Understanding of HR Business Partner model
- The varied roles HR Business Partner: One size doesn't fit all
- Expectations and impact on the business and organisation dynamics
- Industry specific approach - Does it vary?

CONTENT DAY 2 | 9 AM - 5 PM

RECAP AND REVIEW OF DAY 1

MODULE 4: Duties and Responsibilities of HRBP

- Coaching and mentoring leaders on people-business matters
- Drive people and culture initiatives for employees and management
- Facilitate + Accelerate the growth and development of talents (HIPO's / Critical / Niche resources)
- Identifying processes, goals and strategies that influence the people-business decisions
- Leading change initiatives
- Align & partner closely with HR COE's towards driving key business objectives

MODULE 5: DEVELOPING HRBP SKILLS AND COMPETENCIES

- Understanding of business strategy, market challenges, and customer needs
- Demonstrating strong business analytics
- Managing and "influencing" different stakeholders + consulting skills
- Importance & criticality of HR Metrics and HR Analytics
- Responding to organisational changes and being a change agent
- Customer service essentials for HR
- Analysing requirements for talent acquisition, recruiting, and onboarding

MODULE 6: CRITICAL HR METRICS

- Aligning HR KPIs with Organisational KPIs