

HR Business Partner



HR Business Partner



SevenMentor
PVT.LTD

Changing context of Business Partnering

1. The struggle of business partnering
2. A different business context
3. The world and organisations are different places
4. Three imperatives – talent, performance and change
5. The core concern

Business Partner Issues

1. What customers want from HRBP's
2. Manager and HRD concerns
3. Underlying causes of problems
4. Business partner terminology

Roles and Structure of HRBP's

1. The core purpose of Bps
2. BP structures and segmentation
3. To whom do HRBPs report ?
4. How strategic or operational?
5. Effects of technology on roles and structure

HR BP Capabilities and Mindset

1. Knowledge and experience
2. Personal characteristics
3. Being strategic
4. Supporting HR services



The Key Relationships

1. Relationships with the line
2. Working with specialists
3. Supporting HR services

Sourcing and Developing HRBP's

1. The need - and the market
2. The value of non-HR recruits
3. Balancing the 'make' and 'buy'
4. Skills programmes
5. Building experience

Measurement and Evaluation

1. Metrics capability
2. Some areas that HRBPs should influence

