

AT CROSSROADS IN YOUR CAREER?

## TRANSFORM YOUR CAREER WITH IBA ADVANTAGE

South Asia's Premier Business School

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# Human Resource Management

**CODE:HRM 536**

## HR AS STRATEGIC BUSINESS PARTNER

### COURSE DESCRIPTION:

The stakes remain the same for HR Professionals, whether we are in a booming or lagging economy. Therefore, it is necessary for each and every HR Professional should add value by their participation in business and play a strategic role in the success of the organization. In practice this means being more customer-focused; cost efficient; innovative; and structured in such a way that HR can quickly respond to changing priorities. This course provides a springboard for HR Professionals to learn more about HR Business partnering and consider what they need to know and do differently to acquire the requisite knowledge, make changes in attitudes and skills to manage their career within the ever changing nature of the HR profession.

### LEARNING OUTCOMES:

- Understanding what it means to be a true business partner
- Performance Expectations for HR Business Partners
- Internal Consulting Skills for HR Business Partners
- Getting to grips with the competencies needed to become an effective HR Business Partner
- Making the business case for change
- Reviewing your service delivery model – running HR like a professional Services firm and
- Building effective HR-Line partnerships

## COURSE OUTLINE:

- 1. The role and competencies of the Strategic HR Business Partner**
  - The impact of HR on business success and the importance of the Strategic Business Partner role
  - HR Transformation
  - How Partnering differs from traditional HR
  - The nature of the Strategic Business Partner roles
  - An overview of the competencies needed to become an effective HR Business Partner
- 2. Forming the HR-Line Partnership**
  - How to develop business insight – linking HR strategy to organization strategy
  - Understanding the political map of the organization and strategies to use with key stakeholders
  - Explore key influential partnering techniques
  - Discuss your own influencing challenges and find ways to overcome them
  - The design of accountability models
- 3. Measuring the impact of the strategic HR business partner**
  - Developing a balanced scorecard for HR
  - HR metrics
  - Communicating HR's value-add
- 4. Creating the mindset –Running HR like an internal professional services firm**
  - The value derived from this approach
  - The success factors
  - Typical structures
  - Pitfalls to avoid
- 5. A framework for internal consulting**
  - How to use a simple Consultancy Model to maximize your impact on the organization
  - Apply the HR Consultancy Model to real life situations
  - How to recognize different 'triggers' for internal consultancy
  - Tips and tools on how to establish credibility as a Consultant.
- 6. The Strategic HR Business Partner as a change agent**
  - Dimensions of change - and their implications - from acquisitions and mergers to Restructures and downsizing

## ELIGIBILITY:

- 16 Years education with three year's post qualification work experience
- 14 years education with six year's post qualification work experience
- In any subject from HEC recognized university

## SCHEDULE:

**Total 12 classes (3 hour each week) on weekends from 29th August 2015 to 20th December 2015**

## FEES:

**PKR 40,000/participant**

**Includes Mid-Terms & Final Exams, 3 Credits & IBA Certificate (Does not include Course Material)**

## FOR REGISTRATIONS:

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