

Workshop on  
**Strategizing HR for  
Better Business Partnering**



October 23 & 24, 2023



IBA City Campus

# Program Overview

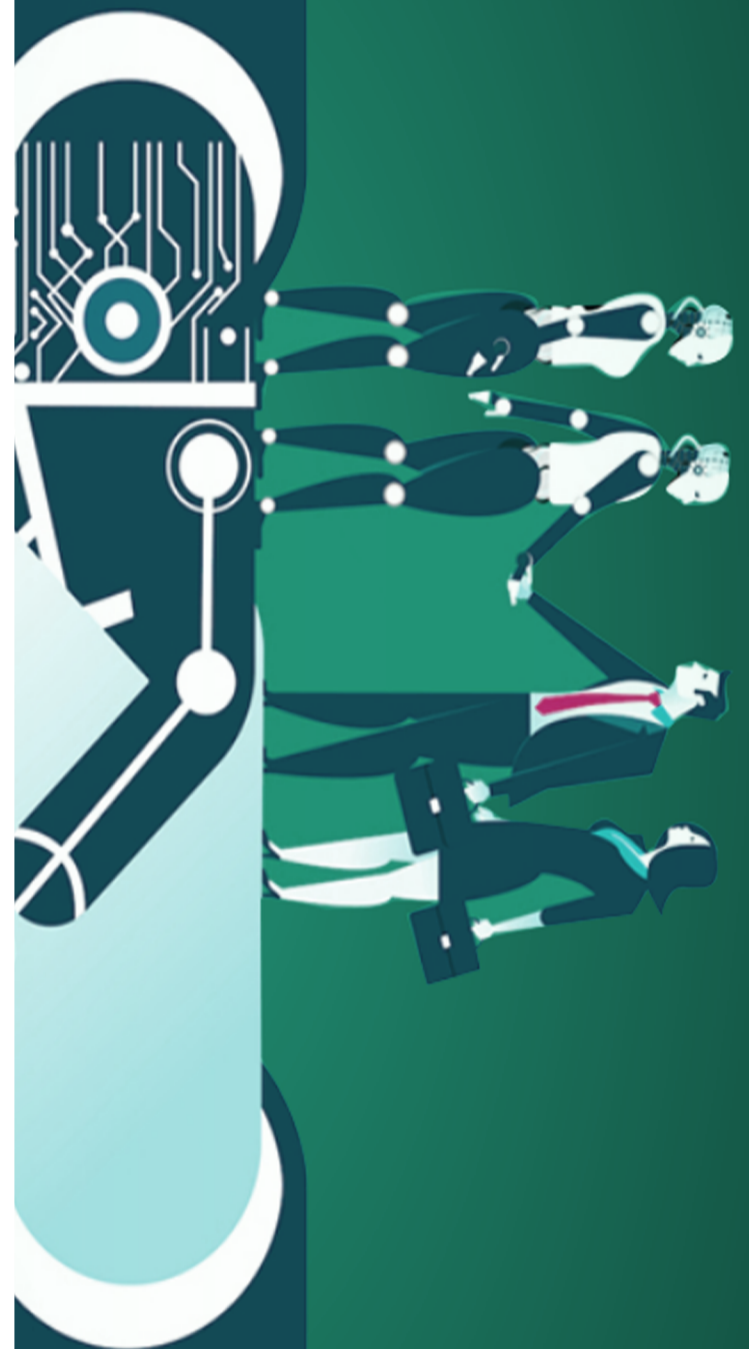
While the concept of HRBP function, introduced by Dave Ulrich in 1997, remains intact, in practice it has evolved and changed as organizations have successfully or unsuccessfully tried to implement it. Learning from these experiences, this program will address implementation requirements and challenges and answer common critiques such as:

- . *'What difference has the HRBP model made as opposed to the traditional set-ups?'*
- . *What makes HRBP strategic?*
- . *What is the right way of structuring the HRBP model?*
- . *How does HRBP add value to the business it supports?*
- . *What are the responsibilities associated with this role?*
- . *What skills and competencies should HRBPs possess to be successful?*

# Learning Outcomes

- . Ensure your organization is ready to start its journey on HRBPs
- . Ensure that you are seen as making an actual difference.
- . Understand the various ways to structure HRBP role and their pros and cons.
- . Understand the required level of HR maturity in the organization for HRBP to be successful.
- . Ensure your effectiveness and success as a HRBP.

if you can  
**DREAM IT**  
you can do it!



# Topics Covered

- . *Strategic integration of HR and Organizational goals and mission*
- . *Employment flexibility, Downsizing: Effects and Implications*
- . *Performance Management*
- . *Employee Engagement*
- . *Positioning the HR Business Partnership*
- . *Evolution/Maturity of HR required for the success of HRBP model*
- . *HRBP – Functional Set-up*
- . *Challenges of HRBP role*
- . *Developing critical HRBP skills*

Examining the consequences of employment flexibility and downsizing on the workforce and the organization. Strategies and tools for evaluating and improving employee performance. Defining the strategic role of HR within the organization. These topics collectively highlight the multifaceted nature of HR and the evolving role of HRBPs in today's organizations.



**30000+**  
Participants Trained  
Since 2009



**845+**  
Trainings  
Since 2009



**60+**  
Open Enrolment  
Workshops Every Year

## Investment PKR 75,000 +5% SST

## Who Should Attend

This workshop is relevant for both existing HR Business Partners (HRBPs) looking to enhance their skills and stay updated, and aspiring HRBPs seeking to prepare for the role. Covering critical topics like strategic alignment, performance management, and employee engagement, they provide valuable insights for all HR professionals, regardless of their current career stage



**Dr. Abdullah Zafar Sheikh**  
Professor & Dean, SBS, IBA Karachi



**Naushad Javaid**  
Corporate Trainer & Executive/Leadership Coach

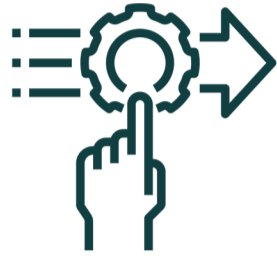
*For detailed profile please visit website*



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