



HR as A Strategic Business Partner



September 13, 2025



City Campus, IBA Karachi



Program Overview

This course equips HR professionals with the skills and knowledge to partner strategically with business leaders, drive organizational performance, and contribute to business success. It covers HR's role in business strategy, talent management, organizational development, and metrics-driven HR.

Course Outline

- Introduction to Strategic HRM (SHRM) & HR Business Partnership Model – Overview of SHRM frameworks and the background of the HRBP model as an implementation tool.
- Traditional vs. Strategic Role of HR – Evolving responsibilities and value creation through strategic alignment.
- HR Operating Models – Structuring HRBPs, shared services, and Centres of excellence.
- Core Competencies for Effective HRBPs – Skills and capabilities required for success in the role.
- HRBP as Internal Consultant – The consultancy cycle, benefits, and application within organizations.
- Change Leadership for HRBPs – Types and nature of change, managing ambiguity, influencing strategies, and overcoming resistance.





Program Learning Outcomes

- Understand the concept of SHRM and conceptual framework for its implementation in an organization
- Develop the role of a true HR business partner along with a vital link between strategic HR & business success.
- Understand the concept and Practice of Strategic HR Business Partnership models to implement Strategic HRM and to achieve organizational goals and enhance organizational performance.
- Understand the organizational design concepts around the model of Strategic HR Business Partners.

Some specific skills or knowledge areas that might be included:

- Understanding business operations and strategy
- Identifying HR opportunities to drive business outcomes
- Developing business cases for HR initiatives
- Building relationships with stakeholders
- Analyzing HR metrics and data to inform business decisions



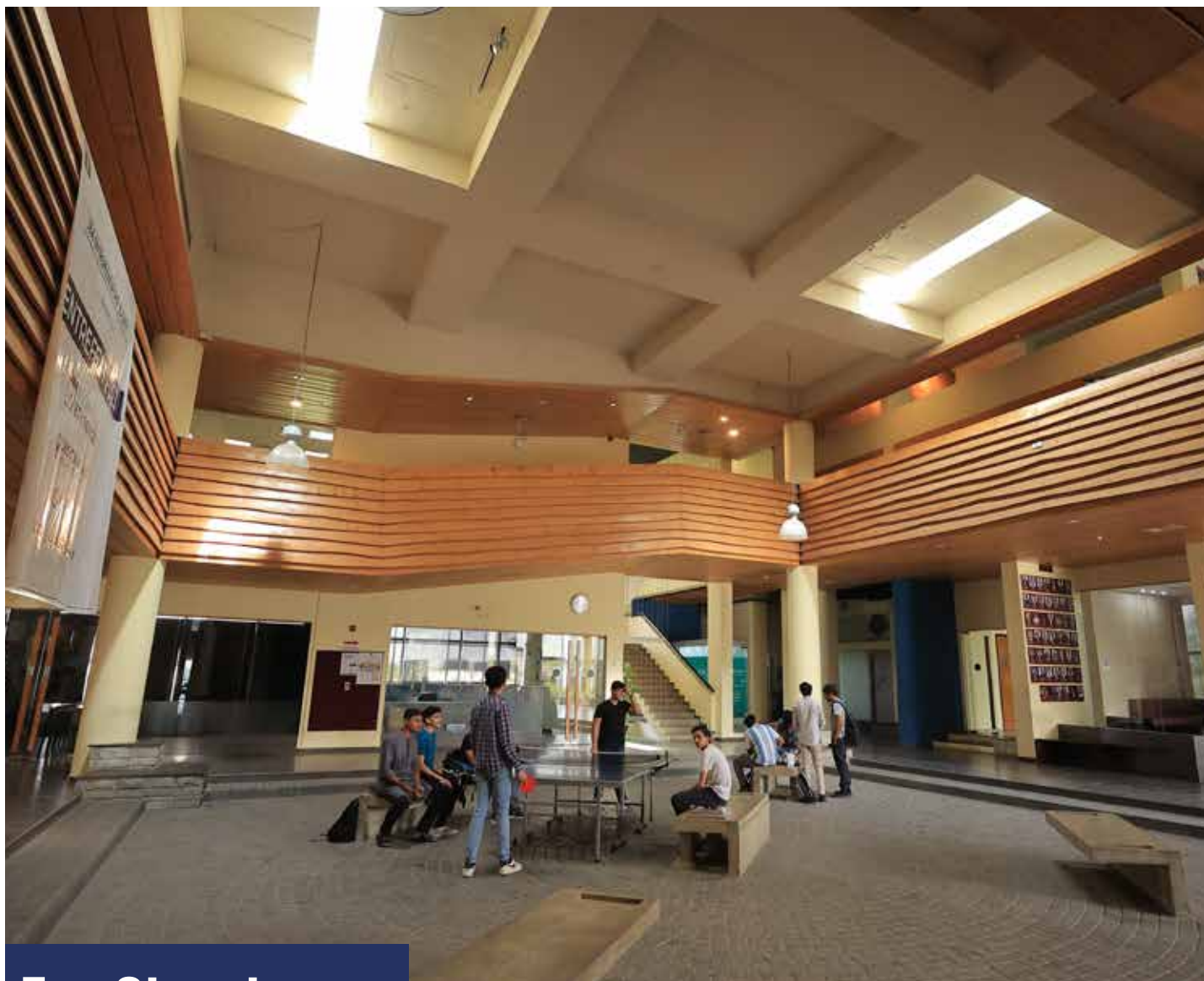
Who Should Attend ?

- **HR professionals** seeking to transition from traditional HR roles to strategic business partnership positions
- **Current HR Business Partners** aiming to deepen their expertise and strengthen their strategic influence.
- **Line managers and business leaders** who wish to work more effectively with HR in driving organizational performance.
- **Talent Management, L&D, and Organizational Development specialists** looking to align people initiatives with business strategies.
- **Aspiring HR leaders** preparing for senior roles such as HR Director or CHRO.
- Professionals from **shared services or centres of excellence** who want to understand the HRBP role within the broader HR operating model.

Program Duration

- **12 Weeks**
- **Saturday Or Sunday Classes:** Convenient for working professionals
- **Location:** In-person classes will be held at IBA City Campus, Karachi

This course includes engaging guest speaker sessions, industry visits, and insights from experts representing our partner institutions. It also features group projects and comprehensive assessments to ensure a well-rounded learning experience.



Fee Structure

PKR 50,000/- (plus 3% SST)

Fee Includes: Exam fee and certificate. Fee do not include course material, books, stationery, lunch and refreshments.



For Registration

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Contact Us



cee.iba.edu.pk



ceeinfo@iba.edu.pk



021-38104701 | 1809, 1812, 1822



Plot # 68 & 88 Garden Kiyani Shaheed Road,
Karachi, Sindh, Pakistan



@ceeatiba