



*Training Course:
Strategic HR Business Partner*

*24 - 28 March 2025
Kigali (Rwanda)*

Training Course: Strategic HR Business Partner

Training Course code: HR235458 From: 24 - 28 March 2025 Venue: Kigali (Rwanda) - Training Course Fees: 5950 € Euro

Introduction

The role of a Strategic HR Business Partner is critical in aligning human resources with business objectives to drive organizational success. This five-day training program is designed to equip HR professionals with the skills, knowledge, and tools necessary to become effective strategic partners within their organizations. Through a combination of lectures, interactive sessions, case studies, and hands-on activities, participants will gain a deep understanding of how to influence and drive strategic business outcomes through effective HR practices.

Objectives

By the end of this training program, participants will be able to:

- Understand and articulate the role and importance of a Strategic HR Business Partner.
- Align HR strategies with the overall business strategy and objectives.
- Implement effective talent management and workforce planning strategies.
- Foster strong employee relations and ensure legal compliance.
- Lead organizational development and change management initiatives.
- Utilize HR metrics, analytics, and technology to make data-driven decisions.
- Develop and implement HR interventions that enhance employee engagement, culture, and diversity.

Target Audience

This training program is designed for:

- HR professionals who are currently in or aspiring to the role of an HR Business Partner.
- Senior HR leaders and managers who want to enhance their strategic impact on the organization.
- HR practitioners responsible for aligning HR initiatives with business goals.
- Individuals interested in advancing their careers in strategic HR management.
- Business leaders and managers who want to understand the strategic role of HR in driving business success.

Outline

Day 1: Introduction and Strategic Alignment

- Overview of the HR Business Partner Role
- Understanding Business Strategy and Objectives
- Aligning HR Strategy with Business Goals
- Key Competencies for HR Business Partners
- Case Studies: Successful HR Business Partnering

Day 2: Talent Management and Workforce Planning

- Talent Acquisition Strategies
- Workforce Planning and Analytics
- Performance Management Systems
- Employee Development and Succession Planning
- Best Practices in Onboarding and Retention

Day 3: Employee Relations and Legal Compliance

- Building Strong Employee Relations
- Conflict Resolution and Mediation Techniques
- Navigating Employment Law and Legal Compliance
- Developing Fair and Consistent HR Policies
- Handling Workplace Investigations

Day 4: Organizational Development and Change Management

- Principles of Organizational Development
- Leading and Managing Change Initiatives
- Enhancing Employee Engagement and Culture
- Implementing Diversity and Inclusion Programs
- Measuring the Impact of HR Interventions



Day 5: HR Metrics, Analytics, and Technology

- Introduction to HR Metrics and Analytics
- Key Performance Indicators for HR
- Utilizing HR Technology and Tools
- Data-Driven Decision Making in HR
- Building a Strategic HR Dashboard

Registration form on the Training Course: Strategic HR Business Partner

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Complete & Mail or fax to Global Horizon Training Center (GHTC) at the address given below

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