

## Strategic HR Business Partner

CERTIFICATION PROGRAM

# Build Credibility and Become a High Impact, Strategic Partner to Your Stakeholders

Are you ready to work as a strategic, high impact partner to your clients and make work better for people? Would you like to move from being reactive to proactive? To increase your credibility through business and financial acumen? To enhance collaboration with your clients and CoEs? To work as a trusted advisor?

HCI can help. Our research has determined the strategic mindsets and skillsets needed to advance your career and organization. We know the best practices of high-performing HR organizations and we've made it easy for you to incorporate them into your work.

Our intensive 3-day certification program immerses you in a highly interactive, hands-on learning experience and equips you with processes and tools to put ideas into action.

Best of all? You'll be able to work on a real business challenge during class and consult with our expert facilitators and your colleagues.

- ✓ Interactive sessions
- ✓ Offered virtually and in person in a 3-day format
- ✓ Includes industry-recognized certification
- ✓ Supports HRCI, SHRM, ATD, and HCI recertification

**Learn more and enroll at**  
**[hci.org/SHRBP](https://hci.org/SHRBP)**

## WHO SHOULD ATTEND?

Because strategic HR is not a role but a way to work, this curriculum is suitable for any early- or mid-career professional who wants to increase credibility, influence, and impact. If you'd like to boost your business and financial acumen, analytics capabilities, consulting skills, and solution design and implementation, this course will help you.

If you are a specialist working in a Center of Expertise, the focus on business and financial acumen, as well as collaboration and co-creating solutions, will help you increase your value to clients and partners.

SHRBP is also suitable for teams or functions transforming from tactical functional specialists to strategic, high impact partners. Since the class focuses on solving a real business challenge, participants will leave with an action plan that they can immediately implement.

**Do you have a large or small HR team that would benefit from this program?**

**CLICK HERE** to book time with one of our Learning Consultants to talk about our Corporate Training options.

# WHAT YOU'LL LEARN



Prepare



Partner



Perform

You'll work your way through HCI's Prepare/Partner/Perform framework using your own business challenge and learn how to:

## Work More Strategically

- Approach your work with a strategic mindset that is collaborative, evidence-based, business driven, and adaptable.
- Make incremental changes to work more proactively.
- Align talent strategy with business strategy and goals.
- Speak the language of the business and understand the thought processes, goals, and strategies used to make business decisions.
- Understand what it means to be strategic and how to act strategically.
- Increase credibility and influence through value that is added in every interaction.

## Demonstrate Business and Financial Acumen

- Understand business and financial terminology and concepts.
- Identify and communicate quantifiable benefits of talent initiatives.
- Justify talent initiatives by demonstrating benefits and ROI.

## Use Meaningful Business Analytics

- Use metrics that align with business objectives, even if data is housed across multiple databases/sources.
- Communicate evidence-based insights to gain buy-in and drive change.

## Enhance Your Consulting Skills

- Partner with business functions and consult to determine root causes.
- Communicate the value of HR/talent initiatives through the lens of the business.

## Co-Create Solutions

- Collaborate with clients and CoEs to create talent management solutions that increase engagement, retention, development, and strategic talent acquisition efforts.
- Use project management to collaborate with all stakeholders, enhance buy-in, and implement initiatives effectively.

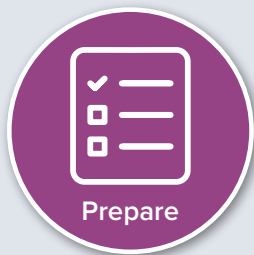
## Manage Change

- Understand the different phases of change, common objections to change, and how to lead others through change.
- Drive change through people, measuring results, and making it sustainable.

## Measure Progress

- Evaluate talent management outcomes with business metrics.
- Scale solutions so that resources are used wisely and impacts are greater.

# COURSE OUTLINE



Modules	Topics
<b>Adopt a strategic mindset</b>	<ul style="list-style-type: none"> <li>• Understand the Prepare/Partner/Perform framework</li> <li>• Adopt a strategic mindset and skillset</li> <li>• Assess yourself on the strategic continuum</li> <li>• Work through a strategic lens</li> </ul>
<b>Analyze business data to create insights and guide decisions</b>	<ul style="list-style-type: none"> <li>• Understand the importance of business data to HR</li> <li>• Ask critical questions</li> <li>• Identify internal and external business factors</li> <li>• Measure business impact with business metrics</li> </ul>
<b>Align overall talent strategy to business priorities and objectives</b>	<ul style="list-style-type: none"> <li>• Understand HR's pivotal position</li> <li>• Align talent strategy to business strategy</li> <li>• Increase your relevance to business</li> <li>• Describe multiple types of business strategies</li> <li>• Vary talent management strategies according to business strategies</li> <li>• Document priorities and measurements</li> <li>• Communicate with the Talent Management Value Approach</li> <li>• Align HR interventions with talent and business strategies</li> </ul>



Modules	Topics
<b>Consult with clients to determine issues and root causes</b>	<ul style="list-style-type: none"> <li>• Review a day in the life of an HRBP</li> <li>• Understand consulting types: reactive vs. proactive</li> <li>• Use a consulting model</li> <li>• Create a questioning strategy</li> <li>• Determine root cause</li> <li>• Collect data and preparing insights</li> <li>• Collaborate with partners</li> <li>• Share findings with clients</li> <li>• Develop recommendations</li> <li>• Work with CoEs</li> </ul>
<b>Create solutions that drive impact and change</b>	<ul style="list-style-type: none"> <li>• Understand your role as an HRBP</li> <li>• Develop HR interventions throughout the talent management cycle</li> <li>• Use the appropriate talent management solutions holistically</li> <li>• Align business issues, talent issues, and solutions</li> </ul>
<b>Communicate progress to gain champions and influence positive change</b>	<ul style="list-style-type: none"> <li>• Create change through people</li> <li>• HCI's Change Management Model</li> <li>• Understand resistance to change</li> <li>• Make the case for change</li> <li>• Communicate about change</li> </ul>

# COURSE OUTLINE *(CONTINUED)*



Modules	Topics
<b>Solve business issues by implementing solutions</b>	<ul style="list-style-type: none"><li>• Recognize the need for project management</li><li>• Use different approaches to project management (agile vs. waterfall)</li><li>• Implement a solution: four steps</li><li>• Address project management challenges</li></ul>
<b>Sustain solutions by evaluating impact and iterating</b>	<ul style="list-style-type: none"><li>• Measure business outcomes</li><li>• Use the analytics value approach to create insights and take action</li><li>• Visualize data</li><li>• Use storytelling to drive key points</li><li>• Scale solutions</li></ul>
<b>Action Planning</b>	<ul style="list-style-type: none"><li>• Determine what you can do immediately, in 30 days, in six months, and in a year</li></ul>





# HCI'S APPROACH TO LEARNING

## What We Believe

- Aligning human capital strategy with business strategy is the greatest accelerator of organizational success.
- Organizations that align human capital strategy with business strategy perform better than those that don't.
- HR professionals and teams with the right strategic skill sets and mindsets are uniquely positioned to enable organizations to do this.



## Why We Are Different

- **We do your homework for you.**  
Our certifications are based on proprietary research and insights from industry-leading HR thought leaders and practitioners.
- **We know that learning is doing.**  
Our programs include engaging activities that compel you to interact with and learn from your colleagues.
- **We believe that learning is a journey.**  
We give you resources and tools to support you before, during, and after your class experience.
- **We are outcome-focused.**  
We help you build skills that can be applied right away.
- **We meet you where you are.**  
Our programs help you address real-world challenges while building strategic HR capabilities.
- **We prepare you for what's next.**  
Our certifications help you prepare for the opportunities that will enable you to advance your career.



Approved for **19.5 Business recertification credit hours** toward PHR, SPHR, and GPHR recertification through the HR Certification Institute.



Pre-approved for **18 continuing education credits** towards recertification by CPTD and APTD credential holders.



Pre-approved for **19.5 Professional Development Credits (PDCs)** toward SHRM-CP or SHRM-SCP Certifications.



Approved for **19.5 HCI recertification credits** toward HCI Certifications.

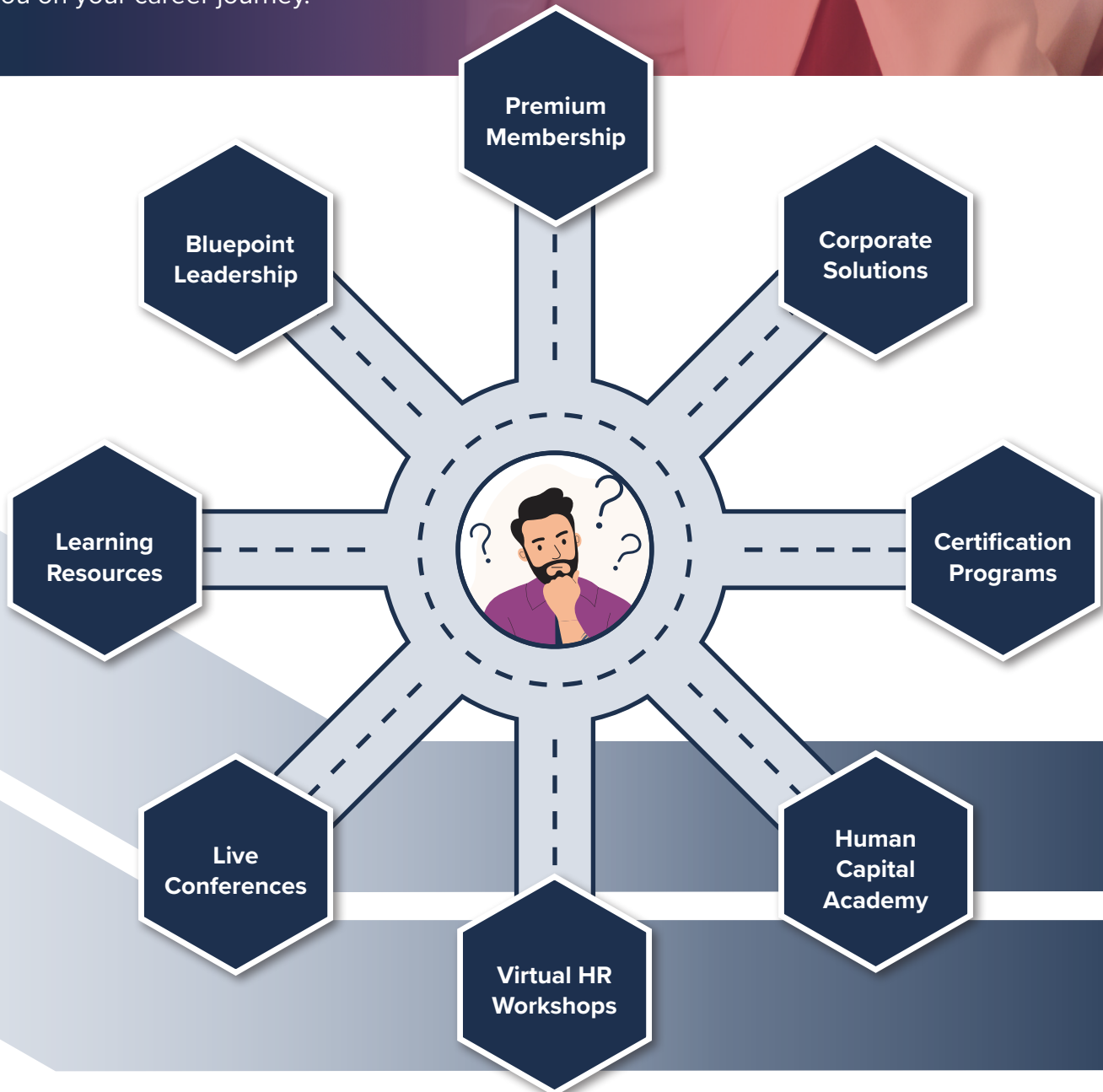
## ENROLL NOW

Course Fee: \$2,795

[Click here to view the schedule and enroll](#)

Or contact us at **866-538-1909** or [support@hci.org](mailto:support@hci.org)

In a world filled with countless options for professional development, choosing the right opportunity can be hard. At HCI, we're not just an option—**we are the first choice for HR professionals who strive for excellence, push the boundaries of achievement, and redefine what it means to be high-performing.** We're dedicated to helping you reach your professional development goals. Elevate your skills and embrace the possibilities that await you on your career journey.



# THE FIRST CHOICE IS YOURS

## CHOOSE HCI

Elevate your skills and embrace the possibilities that await you on your career journey.



### Premium Membership

An entire year of learning opportunities, valuable tools, and help with your toughest challenges...in one convenient package.



### Virtual HR Workshops

Learn and apply critical new skills in interactive 4- and 8-hour sessions without ever leaving your desk.



### Human Capital Academy

Earn industry-recognized certifications, work with an HR mentor, and prepare for a future HR leadership role.



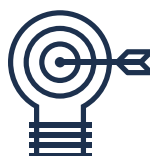
### Corporate Solutions

Demonstrate what it means to be a high-performing HR team. Enable your team to build new skills and learn together.



### Live & On-Demand Webcasts

Gain fresh ideas and insights you can use with weekly webcasts on a wide variety of timely and relevant human capital topics.



### Research & Resources

Examine the trends shaping the human capital space and support your talent management decisions and recommendations.



### Industry-Recognized Certifications

Build strategic skills and earn industry-recognized certifications that will support your ongoing career growth.

- Change Management for HR
- Coaching for Engagement & Performance
- Employment Law & Compliance
- People Analytics for HR
- Strategic Diversity, Equity & Inclusion
- Strategic HR Business Partner
- Strategic HR Leadership
- Strategic Talent Acquisition
- Strategic Workforce Planning
- Succession Management

Visit [hci.org/Advance-Your-HR-Career](https://hci.org/Advance-Your-HR-Career) today to learn more.