

HR BUSINESS PARTNERING

Start Date:	27/04/2026	End Date:	01/05/2026
Categories:	Human Resources	Venues:	Barcelona
Formats:	In Person	Instructors:	

OVERVIEW

This course prepares HR professionals to become strategic business partners who align HR initiatives with organizational goals. It focuses on building skills in consulting, influencing, strategic workforce planning, and driving cultural and performance transformations. Participants will learn to operate as trusted advisors to leadership teams, enhancing the overall impact of HR within the organization.

OBJECTIVES

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

- Understand the role and competencies required of an effective HR Business Partner (HRBP).
- Align HR strategies and initiatives with overall business objectives.
- Build strong consultative relationships with leadership teams and operational units.
- Lead workforce planning, talent development, and change management initiatives.
- Use data-driven insights to influence organizational performance and decision-making.

COURSE OUTLINE

- 1- The Role and Strategic Value of the HR Business Partner
- 2- Building Consultative and Influential Relationships with Leaders
- 3- Strategic Workforce Planning, Talent Development, and Succession Management
- 4- Driving Organizational Change, Culture Transformation, and Employee Engagement
- 5- Leveraging HR Analytics and Metrics to Demonstrate HR Impact

TARGET AUDIENCE

All Supervisory Levels, HR Business Partners, HR Managers, Senior HR Advisors, Talent Management Specialists, HR Directors, and professionals transitioning into strategic HR partnership roles.

METHODOLOGY

The course uses interactive lectures, case study analysis, role-playing consulting scenarios, strategic HR planning workshops, real-world business challenges, and peer learning discussions to simulate the real-world expectations of a successful HR Business Partner.

CONCLUSION

Participants will leave the course ready to act as strategic enablers, advisors, and influencers within their organizations — equipped to align HR practices with business needs, build leadership trust, and drive measurable organizational success.

DAILY AGENDA

Day 1: Understanding the HR Business Partner Role

Define the HRBP role, core competencies, and how HR partners add value to organizational strategy.

Day 2: Building Influential Relationships and Consulting Skills

Learn effective communication, active listening, influence, and coaching skills to build leadership trust and engagement.

Day 3: Strategic Workforce Planning and Talent Management

Support business growth through strategic workforce planning, succession planning, and leadership development initiatives.

Day 4: Driving Change and Shaping Organizational Culture

Lead organizational change efforts, strengthen cultural alignment, and promote employee engagement and retention strategies.

Day 5: Using HR Analytics to Influence Business Outcomes

Leverage HR data, dashboards, and metrics to demonstrate the impact of HR initiatives on operational and strategic goals.

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