Strategic HR Business Partnering and Management Training Course



07 - 11 Dec 2026

Munich

5100 € (Per Person)

Ref: #HR4512_36720

Course Introduction / Overview:

This course is meticulously designed to transform Human Resources professionals from administrative experts into influential strategic partners who drive business success. In today's dynamic corporate landscape, the role of HR has evolved significantly, demanding a proactive and business-focused approach. This program delves deep into the core principles of Strategic Human Resource Management (SHRM) and the HR Business Partner (HRBP) model, a concept famously pioneered by academic author Dave Ulrich in his seminal work, "Human Resource Champions". Participants will explore how to align HR initiatives directly with organizational goals, leveraging data analytics and business acumen to make impactful decisions. At BIG BEN Training Center, we provide a comprehensive learning journey that equips you with the skills to not only understand the business but to also influence its direction. This training moves beyond traditional HR functions, focusing on developing consulting, change management, and leadership capabilities essential for modern HR leaders to add tangible value and secure a seat at the strategic table.

Target Audience / This training course is suitable for:

- HR Directors and Managers.
- Senior HR Business Partners and HR Business Partners.
- Human Resources Generalists and Specialists aspiring to a strategic role.
- Talent Management and Organizational Development Professionals.
- Line Managers and Department Heads seeking to improve their partnership with HR.
- Consultants specializing in human capital and organizational strategy.
- Anyone involved in strategic workforce planning and development.

Target Sectors and Industries:

- Information Technology and Telecommunications.
- Banking, Finance, and Insurance Services.
- Healthcare and Pharmaceuticals.
- Manufacturing and Engineering.
- Retail and Consumer Goods.
- Oil, Gas, and Energy.
- Hospitality and Tourism.
- Governmental Bodies and Public Sector Organizations.
- Non-Profit and Non-Governmental Organizations.

Target Organizations Departments:

- Human Resources Department.
- Strategy and Corporate Planning Department.
- Organizational Development Department.
- Talent Management and Acquisition Department.
- Operations Management.
- All departments seeking to enhance their strategic alignment with HR.

Course Offerings:

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

- Align HR strategies and initiatives with overarching business objectives.
- Master the core competencies of the HR Business Partner model.
- Utilize HR metrics and people analytics to inform strategic decision-making.
- Develop strong business acumen to understand financial and operational drivers.
- Act as an internal consultant to diagnose organizational issues and propose solutions.
- Lead and manage organizational change initiatives effectively.
- Enhance influencing and stakeholder management skills to partner with senior leadership.
- Design and implement strategic talent management and succession plans.
- Foster a high-performance culture through effective employee engagement strategies.
- Contribute to workforce planning by anticipating future talent needs.

Course Methodology:

The training methodology at BIG BEN Training Center is designed to be highly interactive, experiential, and practical, ensuring that participants can immediately apply their learning in the workplace. We move beyond traditional lectures to create a dynamic learning environment that fosters collaboration and deep understanding. The course heavily relies on real-world case studies, allowing participants to analyze complex business scenarios and develop strategic HR solutions. Interactive group discussions and workshops encourage the sharing of diverse perspectives and experiences, enriching the learning process for everyone. Role-playing exercises are a key component, providing a safe space to practice crucial skills such as consulting, influencing, and managing difficult conversations with stakeholders. Participants will receive constructive feedback from both the instructor and their peers. The program also includes the development of a capstone strategic HR plan, which integrates all the concepts learned throughout the course into a practical, actionable document relevant to their own organizations. This blended approach ensures a comprehensive mastery of both the theory and practice of strategic HR business partnering.

Course Agenda (Course Units):

Unit One: Foundations of Strategic HR and the Business Partner Model

- The evolution from traditional personnel management to strategic HRM.
- Understanding the core principles of the Dave Ulrich HRBP model.
- Defining the four key roles of the HR Business Partner.
- Competencies and skills for an effective strategic HR professional.
- Aligning HR strategy with corporate strategy and business goals.
- Conducting a strategic analysis of the HR function.
- Developing a compelling HR value proposition for the organization.

Unit Two: Developing Business Acumen and Analytical Capability

- Understanding business models, value chains, and key performance indicators.
- Finance for HR professionals: reading financial statements and budgeting.
- Fundamentals of marketing, sales, and operations for HR partners.
- Introduction to HR metrics, analytics, and data-driven decision-making.
- Using data to tell a compelling story and influence stakeholders.
- Developing key HR dashboards and reporting for business leaders.
- Predictive analytics for workforce planning and talent management.

Unit Three: Strategic Talent Management and Organizational Development

- Strategic workforce planning to anticipate future talent needs.
- Designing effective talent acquisition and employer branding strategies.
- Implementing robust performance management systems that drive results.
- Developing comprehensive succession planning and leadership pipelines.
- Creating impactful employee engagement and retention initiatives.
- The HRBP's role in fostering a culture of learning and development.
- Diagnosing organizational health and designing development interventions.

Unit Four: The HRBP as an Internal Consultant and Change Agent

- Mastering the internal consulting process from diagnosis to implementation.
- Building credibility and trust with senior leaders and line managers.
- Advanced communication, negotiation, and influencing skills.
- Stakeholder analysis and management techniques.
- Understanding and applying change management models like Kotter's 8-Step Process.
- The HRBP's role in leading and facilitating organizational transformation.
- Coaching leaders and managers through periods of significant change.

Unit Five: The Future of HR and Strategic Application

- The impact of technology, AI, and automation on the HR function.
- Navigating the future of work, including remote and hybrid models.
- Promoting diversity, equity, and inclusion as a strategic imperative.
- The role of HR in corporate social responsibility and ethical governance.
- Developing personal resilience and agility as an HR leader.
- Capstone Project: Building a strategic HR plan for a business unit.
- Presenting the strategic plan and receiving peer and instructor feedback.

FAQ:

Qualifications required for registering to this course?

There are no requirements.

How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

Something to think about:

How can HR Business Partners balance the dual role of being an employee advocate while simultaneously driving the strategic agenda of the business, especially when these two roles conflict?

What unique qualities does this course offer compared to other courses?

This course distinguishes itself by moving beyond theoretical frameworks to focus on the practical, real-world application of strategic HR business partnering. While many programs cover the "what" of the HRBP model, we concentrate on the "how" by equipping participants with the tangible skills needed to be effective. The curriculum is uniquely structured to build not just HR expertise, but also critical business acumen, financial literacy, and data analytics capabilities, enabling participants to speak the language of the business and contribute to strategic conversations with confidence. A significant emphasis is placed on developing the often-overlooked "soft skills" that are paramount for success in a partnership role, such as internal consulting, influencing senior stakeholders, and leading change. Unlike other courses that may focus on administrative tools, our program cultivates a strategic mindset. The capstone project, where participants develop a real-world strategic HR plan, ensures that learning is directly translated into a valuable asset for their organization, making this a truly transformative professional development experience.