Strategic Internal Training Consulting and Business Partnering Training Course



09 - 13 Nov 2026

Düsseldorf

5900 € (Per Person)

Ref: #TDD4307_21809

Course Introduction / Overview:

In today's dynamic business environment, the roles of internal training consultants and HR business partners have evolved from administrative functions to strategic imperatives. This comprehensive training course, offered by BIG BEN Training Center, is meticulously designed to equip professionals with the advanced skills and strategic mindset necessary to excel in these critical roles. Participants will delve into the core competencies required to become invaluable strategic partners, driving organizational development and talent management initiatives. The curriculum covers everything from understanding business acumen and conducting effective needs assessments to designing impactful learning and development interventions and facilitating significant organizational change. Drawing insights from leading academic thought, such as the work of Dave Ulrich on strategic HR, and principles discussed in influential texts like "HR Transformation: Building Human Resources From the Outside In" by Dave Ulrich, Jon Younger, and Mike Ulrich, this course emphasizes a data-driven approach to performance improvement. It focuses on developing strong internal client management skills, enhancing stakeholder engagement, and fostering a culture of continuous employee development. By mastering these strategic HR consulting and internal training consultant capabilities, participants will be empowered to contribute directly to their organization's success, ensuring that HR and L&D strategies are fully aligned with overarching business objectives. This program is an essential investment for professionals aiming to elevate their impact and navigate the complexities of modern workforce planning and organizational effectiveness.

Target Audience / This training course is suitable for:

- HR Business Partners.
- Learning and Development Specialists.
- Internal Training Consultants.
- Organizational Development Professionals.
- Talent Management Leaders.
- HR Managers and Directors.
- Employee Relations Specialists.
- Change Management Practitioners.
- HR Generalists aspiring to strategic roles.
- Professionals involved in workforce planning.

Target Sectors and Industries:

- Technology and IT Services.
- Financial Services and Banking.
- Healthcare and Pharmaceuticals.
- Manufacturing and Engineering.
- Retail and Consumer Goods.
- Telecommunications.
- Consulting Services.
- Education and Academia.
- Government Agencies and Public Sector Organizations.
- Non-Profit Organizations.
- Energy and Utilities.
- Logistics and Supply Chain.

Target Organizations Departments:

- Human Resources Department.
- Learning and Development Department.
- Organizational Development Department.
- Talent Management Department.
- Training Department.
- Strategy and Planning Department.
- Operations Department.
- Business Development Department.
- Change Management Office.
- Employee Engagement Department.

Course Offerings:

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

- Develop a strategic mindset for internal consulting and HR business partnering.
- Conduct comprehensive training needs assessments and organizational analyses.
- Design and implement impactful learning and development interventions.
- Master effective stakeholder engagement and internal client management techniques.
- Apply business acumen to align HR and L&D initiatives with organizational goals.
- Facilitate organizational change and overcome resistance effectively.
- Measure the effectiveness and return on investment of HR programs.
- Enhance coaching, mentoring, and facilitation skills for performance improvement.
- Utilize data and analytics for informed HR decision-making.
- Build credibility and influence as a strategic HR partner.

Course Methodology:

This Strategic Internal Training Consulting and Business Partnering Training Course employs a highly interactive and practical methodology designed to ensure maximum participant engagement and knowledge retention. BIG BEN Training Center believes in learning by doing, and as such, the course integrates a diverse range of instructional techniques. Participants will engage in dynamic group discussions, allowing for the sharing of diverse perspectives and experiences in strategic HR consulting and talent management. Extensive use of real-world case studies will provide opportunities to apply theoretical concepts to practical business challenges, fostering critical thinking and problem-solving skills in areas like organizational development and change management. Role-playing scenarios will simulate internal client management and stakeholder engagement situations, enabling participants to practice their communication and influencing skills in a safe environment. Interactive workshops will focus on developing practical skills such as needs assessment, instructional design, and performance improvement strategies. Peer feedback and expert coaching will be integral components, providing personalized guidance and fostering continuous improvement. The methodology is structured to build confidence in applying new skills immediately within their respective organizations, transforming participants into effective internal training consultants and HR business partners who can drive employee development and strategic workforce planning.

Course Agenda (Course Units):

Unit One: The Strategic Role of Internal Consulting and HR Business Partnering

- Understanding the evolution of HR and L&D roles.
- Defining the internal training consultant and HR business partner.
- Aligning HR and L&D with organizational strategy.
- Developing a strategic mindset for internal consulting.
- The value proposition of internal HR and L&D.
- Key competencies for strategic HR business partners.
- Ethical considerations in internal consulting.

Unit Two: Building Business Acumen and Stakeholder Relationships

- Understanding organizational structure and business models.
- Financial literacy for HR and L&D professionals.
- Analyzing business challenges and opportunities.
- Identifying key stakeholders and their needs.
- Developing effective communication and influencing strategies.
- Building trust and credibility with internal clients.
- Navigating organizational politics and power dynamics.

Unit Three: Needs Assessment, Solution Design, and Development

- Conducting comprehensive training needs assessments.
- Utilizing data and analytics for informed decision-making.
- Designing impactful learning and development interventions.
- Principles of adult learning and instructional design.
- Leveraging technology for blended learning solutions.
- Developing compelling business cases for HR and L&D initiatives.
- Project management for HR and L&D projects.

Unit Four: Delivering Impactful Solutions and Facilitating Change

- Mastering facilitation and presentation skills.
- Coaching and mentoring for performance improvement.
- Implementing change management strategies.
- Overcoming resistance to change in organizations.
- Measuring the effectiveness and ROI of HR and L&D programs.
- Providing constructive feedback and evaluation.
- Sustaining learning and development initiatives.

Unit Five: Advanced Consulting, Future Trends, and Personal Branding

- Advanced problem-solving and critical thinking for consultants.
- Developing a personal brand as an internal expert.
- Navigating complex organizational challenges.
- Exploring emerging trends in HR and L&D.
- Leveraging digital tools and AI in HR.
- Building a continuous learning culture.
- Strategic planning for long-term HR and L&D impact.

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 internal training consultants and HR business partners effectively balance strategic organizational goals with the individual development needs of employees in a rapidly evolving business landscape?

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

This Strategic Internal Training Consulting and Business Partnering Training Course stands out by offering a truly integrated approach to developing dual capabilities essential for modern organizational success. Unlike programs that focus solely on either training or HR functions, this course meticulously blends the strategic HR consulting acumen with advanced internal training consultant skills, providing a holistic perspective on talent management and organizational effectiveness. Participants will not just learn theories; they will engage with practical, real-world scenarios that demand critical thinking and innovative solutions for employee development and performance improvement. The emphasis is placed on developing a robust business acumen, enabling professionals to speak the language of business leaders and translate HR and L&D initiatives into tangible organizational value. Furthermore, the course delves deep into the nuances of stakeholder engagement and internal client management, equipping participants with the influencing and communication skills vital for building credibility and driving strategic change. It moves beyond generic skill-building to focus on how to become a proactive, data-driven strategic partner who can anticipate future workforce planning needs and leverage emerging trends in HR and L&D to foster a culture of continuous learning and innovation. This unique blend ensures that graduates are not merely practitioners but strategic advisors capable of shaping their organization's future.