

# € TRAINING

HR Business Partner



7 - 11 October 2024  
Milan (Italy)



# HR Business Partner

REF: H2345 DATE: 7 - 11 October 2024 Venue: Milan (Italy) - Fee: 5940 Euro

## Introduction:

This training program explores advanced strategies and contemporary practices essential for HR Business Partners, enabling professionals to align HR functions with business objectives effectively. It empowers participants to drive organizational success through strategic HR initiatives and partnerships.

## Program Objectives:

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

- Identify and implement key HR strategies that align with business goals.
- Develop and manage effective HR policies and practices.
- Enhance collaboration between HR and business units.
- Utilize data and analytics to support HR decision-making.
- Address and resolve complex HR issues in a business context.

## Targeted Audience:

- HR Business Partners.
- HR Managers.
- HR Consultants.
- Organizational Development Specialists.
- Senior HR Executives.

## Program Outline:

### Unit 1:

#### Strategic Role of HR Business Partners:

- Understanding the HR Business Partner model and its impact.
- Aligning HR strategy with business goals.
- Building strong relationships with business leaders.

- Identifying key performance indicators for HR.
- Implementing strategic HR initiatives.

## Unit 2:

### Developing Effective HR Policies and Practices:

- Crafting HR policies that support business objectives.
- Best practices for policy implementation and communication.
- Ensuring compliance with legal and regulatory requirements.
- Measuring the effectiveness of HR policies.
- Updating and revising policies as needed.

## Unit 3:

### Enhancing HR and Business Unit Collaboration:

- Techniques for fostering collaboration between HR and business units.
- Managing cross-functional projects and initiatives.
- Addressing and resolving conflicts between HR and other departments.
- Building a culture of teamwork and cooperation.
- Utilizing feedback to improve HR-business relationships.

## Unit 4:

### Utilizing Data and Analytics in HR:

- Collecting and analyzing HR data to support decision-making.
- Using analytics to drive HR strategies and interventions.
- Reporting and presenting HR metrics to stakeholders.
- Leveraging technology for data collection and analysis.
- Identifying trends and making data-driven recommendations.

## Unit 5:



### Addressing Complex HR Issues:

- Handling employee relations and conflict resolution.
- Managing organizational change and transitions.
- Navigating performance management and disciplinary actions.
- Developing solutions for employee retention and engagement.
- Preparing for and managing crisis situations in HR.