

Course No. 1931

HR Business Partnering & Strategic Advisory Skills Training Course

HUMAN RESOURCES MANAGEMENT
HUMAN RESOURCES & TALENT MANAGEMENT

DURATION

5 Days

DELIVERY

Classroom



Course Overview

The HR Business Partnering & Strategic Advisory Skills Training Course provides a practical and strategic framework for developing high-impact HR business partnering capabilities. The course focuses on enabling HR professionals to move beyond transactional HR activities and become trusted strategic advisors who contribute directly to business performance, workforce effectiveness, organizational transformation, and leadership decision-making.

Participants will explore the role of the HR Business Partner in understanding business strategy, organizational priorities, financial drivers, operational challenges, workforce requirements, and leadership expectations. The program emphasizes the ability to translate business needs into integrated people strategies and provide evidence-based HR recommendations that support measurable organizational outcomes.

The course develops advanced advisory capabilities, including stakeholder management, executive communication, consulting skills, influencing without authority, strategic workforce planning, organizational diagnosis, workforce analytics, talent management, performance improvement, employee engagement, organizational development, and change management.

Through business simulations, advisory scenarios, stakeholder role plays, case studies, workforce analysis, and strategic planning exercises, participants will strengthen their ability to challenge constructively, influence senior stakeholders, diagnose organizational issues, and develop practical HR solutions aligned with business objectives.

Objectives

- By the end of the course, participants will be able to:
- Analyze business strategy and translate organizational priorities into HR requirements.
- Define the strategic role and value proposition of the HR Business Partner.
- Diagnose organizational and workforce challenges using structured approaches.
- Develop evidence-based HR recommendations for business leaders.
- Apply strategic workforce planning principles to business requirements.
- Strengthen stakeholder management and executive relationship-building capabilities.

- Apply consulting, questioning, listening, and advisory techniques in HR engagements.
- Influence business decisions without relying solely on formal authority.
- Use workforce data and analytics to support strategic recommendations.
- Advise leaders on talent, performance, engagement, and organizational effectiveness.
- Support organizational transformation and change initiatives.
- Challenge assumptions and provide constructive, commercially relevant advice.
- Develop HR solutions aligned with business performance and financial priorities.
- Measure the impact and value of HR interventions.
- Build a strategic HR Business Partnering framework for organizational implementation.

Who Should Attend

This course is designed for HR Business Partners, HR Managers, HR Directors, senior HR professionals, talent management leaders, organizational development specialists, and HR professionals transitioning from operational roles into strategic advisory positions.

It is also suitable for professionals working in workforce planning, talent management, employee engagement, organizational effectiveness, learning and development, performance management, HR transformation, and people analytics who regularly advise managers and business leaders.

The program is particularly valuable for organizations seeking to strengthen the strategic contribution of HR, improve collaboration between HR and business functions, develop stronger HR advisory capabilities, and position HR as a credible partner in organizational and business decision-making.

Learning Outcomes

- By the end of the course, participants will be able to:
- Explain the strategic role and responsibilities of an effective HR Business Partner.
- Connect business strategy with workforce and people priorities.
- Diagnose organizational, leadership, and workforce challenges.
- Conduct effective stakeholder analysis and engagement.

- Build trusted relationships with executives and business leaders.
- Use consulting and advisory techniques to uncover underlying business needs.
- Influence stakeholders and facilitate evidence-based decisions.
- Develop strategic workforce recommendations.
- Use workforce data and analytics to identify trends and business risks.
- Advise leaders on talent, performance, engagement, and organizational development.
- Support business transformation and organizational change.
- Handle challenging conversations and provide constructive challenge.
- Build business cases for HR initiatives.
- Measure HR impact through meaningful business and workforce indicators.
- Prioritize HR interventions according to business value and organizational risk.
- Develop an actionable HR Business Partnering and strategic advisory model.

Course Outline

DAY 01

Strategic HR Business Partnering and Business Acumen

- Evolution of the HR Business Partner role.
- From transactional HR to strategic business partnership.
- Understanding organizational strategy and business priorities.
- Business models, value drivers, revenue, cost, productivity, and operational performance.
- Understanding financial and operational information from an HR perspective.
- Translating business challenges into workforce implications.
- Identifying strategic workforce risks and opportunities.
- Building the HR Business Partner value proposition.
- Aligning HR priorities with executive expectations.
- Developing commercial and organizational awareness.

PRACTICAL APPLICATION

Analyze a simulated organization's business strategy and identify its key workforce priorities, risks, and HR opportunities.

DAY 02

Consulting, Advisory and Stakeholder Management Skills

- Principles of internal HR consulting and strategic advisory.
- Stakeholder mapping and relationship management.
- Building credibility and trust with business leaders.
- Strategic questioning and active listening.
- Diagnosing the real business problem behind an HR request.
- Structuring advisory conversations.
- Influencing without formal authority.
- Managing competing stakeholder expectations.
- Constructive challenge and professional disagreement.
- Communicating complex HR issues in business language.
- Executive-level presentations and recommendations.

PRACTICAL APPLICATION

Conduct an HR advisory simulation with a senior business leader and diagnose the underlying organizational issue before recommending a solution.

DAY 03

Strategic Workforce, Talent and Organizational Advisory

- Strategic workforce planning and capability requirements.
- Workforce segmentation and critical roles.
- Talent management and succession considerations.
- Leadership capability and organizational effectiveness.
- Performance management and productivity improvement.
- Employee engagement and retention.
- Organizational culture and workforce experience.
- Organizational diagnosis and root-cause analysis.
- Designing integrated people solutions.
- Prioritizing HR interventions according to business impact.

DAY 03 — CONTINUED

PRACTICAL APPLICATION

Develop a strategic workforce and talent intervention for a business unit experiencing capability gaps, performance challenges, and retention risks.

DAY 04**Workforce Analytics, Change and Business Impact**

- Using workforce data to strengthen HR advisory decisions.
- Key workforce indicators and strategic people metrics.
- Interpreting workforce trends and identifying organizational risks.
- Connecting HR metrics with business outcomes.
- Building evidence-based HR recommendations.
- Supporting organizational transformation and change.
- Assessing workforce impacts of restructuring, digitalization, and business transformation.
- Change readiness and stakeholder alignment.
- Measuring the effectiveness and business value of HR interventions.
- Developing business cases for strategic HR initiatives.

PRACTICAL APPLICATION

Analyze a simulated workforce dataset and develop an executive recommendation supported by workforce evidence and business impact analysis.

DAY 05**Executive Advisory, Strategic Influence and HRBP Implementation**

- Strategic HR advisory at executive level.
- Building an effective HR Business Partner operating model.
- Establishing HRBP priorities and engagement frameworks.
- Managing strategic stakeholder portfolios.
- Influencing executive decisions and challenging constructively.

DAY 05 — CONTINUED

- Managing complex organizational and people issues.
- Developing HR strategic recommendations and action plans.
- Establishing HR performance and impact indicators.
- Demonstrating HR contribution to organizational value.
- Building long-term strategic partnerships with business leaders.
- Continuous improvement of HR Business Partnering capabilities.

FINAL WORKSHOP

Develop an integrated HR Business Partnering strategy for a business unit, covering business diagnosis, stakeholder mapping, workforce priorities, talent and organizational interventions, analytics, executive advisory, change support, performance indicators, and an implementation roadmap.

Register or Request More Information

Course page: <https://quest-training.com/courses/hr-business-partnering-strategic-advisory-skills-training-course>

Website: <https://quest-training.com>

Email: info@quest-training.com

Phone: +905016771440