

# International Development Programmes

## **THREE DAY – STRATEGIC HR – BUSINESS PARTNERSHIP**

Charting the progress and key elements of HR's impact on Business Success

### **Objective:**

At the end of the programme participants will have increased their capability and confidence to lead and drive HR capability to provide advanced, business partner services that aid organizational success.

### **Overview:**

This programme charts the progress of HR from a supplier of administrative services to that of a strategic business partner today and the potential of a key change adviser of tomorrow.

It emphasizes the key services that that make up the business partner proposition as well as the structures and (more importantly) capabilities needed for HR to deliver the services that aid business success.

It is designed as an interactive programme where best practice input is followed by debate and discussion, activity and exercises and key learning transfer to the workplace.



Designed and Delivered by Joel Farmworth  
MAML, Chartered Fellow CIPD, Former Global  
Head of Learning and Talent HSBC, Now  
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## **Target Audience (Who Should Attend):**

The programme is suitable for any HR professional who wishes to enhance their knowledge, skills and capability to offer a best practice HR service that aids business progress and success.

It is also suitable for any line leader or manager who wishes to understand what a modern HR service can now provide and what they can request (or demand) of their own HR teams.

## **DAY ONE SESSIONS**

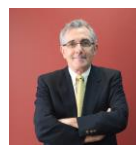
**A summary of the progress made by HR to date in successfully moving from an administrator to a supplier of services that aid business success. Identification of the 5 key services that make up that success and a deep dive into the first key impactful service.**

### **1. Growth and Impact of HR – from administrator to business partner.**

A review of HR progress to date and the drivers of that progress. The key influences that have brought about the sea-change in the HR role and its impact on business progress and success.

Key Takeaway – An overview of what an HR Business Partner actually delivers/does.

### **2. Growth and Impact of HR (continued)**



Identification of the key services provided by the Advanced HR Business Partner and outline capabilities needed by HR individuals to deliver. A very different set of capabilities from that of the administrator.

Key Takeaway – Capabilities needed to deliver an HR business Partner Service and what the key services are overall.

### 3. Five Key Impactive HR Services

1st Key: Strategic advice and counsel: Identification of strategic human capital issues and responses for progressive success. These vary with time but a focus here on strategic advice to the business on current people trends.

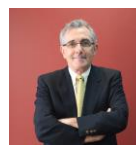
Key Takeaway – The number one, impactful service supplied by HR to aid business success.

### 4. Five Key impactful HR Services

Strategic advice and counsel (continued). Key trends today can include the criteria for choosing employers, leadership v management, progress in gender diversity, among others.

Key Takeaway – Examples of strategic advice to deliver to businesses for best use of human capital.

## DAY TWO - SESSIONS



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**A clarification of the HRBP role (there are many versions and the key capabilities needed to deliver the role as intended. A deep dive into the second, third and fourth impactful HRBP services.**

1. Clarifying the HR Business Partner role.

Removing the misunderstandings and clarifying one common impactful role. A focus on the role as intended – a generalist, one stop shop solution provider and influencer of best practice progress.

Key Takeaway – what an HRBP does and delivers to aid business progress.

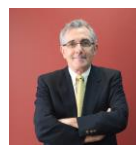
2. Key Capabilities for HR Partner Success

From outline to detail, Personal start points and future progress. Known key capabilities for success in the HRBP role, personal comparisons and learning plans for the future.

Key Takeaway – Best practice capabilities for the impactful HRBP

3. Five Key Impactive HR Services

2nd & 3rd Keys: Performance and Reward Management. Adding deep dive into value added to business via enhanced HR expertise. Not always thought of as the HR remit, but one that experience proves to be substantially value added.



Key Takeaway: Best practice examples of both performance and reward management for strategic delivery and employer attractiveness.

#### 4. Five Key Impactive HR Services

4th Key: Resourcing & Talent Management. The essence of HR impact on business progress. Probably the key of keys as the “war for talent” continues to be a major challenge for most businesses.

Key Takeaway – Selecting and progressing HIPO talent.

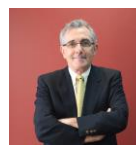
### DAY THREE SESSIONS

**A deep dive into the fifth and final key service. An important session on HR Metrics and Analytics – important for tracking progress and impact and then some work on participant career development allied to immediate learning transfer.**

#### 1. Five Key Impactive HR Services

5th Key: Organisational Design and Development. Macro factors for any organisation to respond and manage proactively. Concentrating on three main areas; diversity, values and engagement.

Key Takeaway – Best “employer of choice” practices; engaging via creating willing commitment.



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## 2. HR Metrics and Analysis

Establishing key metrics to track, analyse, report and guide progress for both HR and the organisation. An increasing need to test progress of the various new approaches and initiatives, amend accordingly and progress further.

Key Takeaway – Priority metrics to track and analyse and determine improvements for continued success.

## 3. HR Career Development

Options and choices as determined by aspirations and opportunities. Personal, in the light of a new understanding of HR, the role it can now play and opportunities it can now provide for career progression.

Key Takeaway – Next steps for HR teams and Individuals to progress the HR contribution to business success.

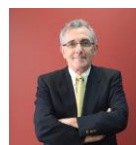
## 4. Learning Transfer

Key takeaways, short-term improvements and long-term transitions. The practical, value add of the programme and what participants can take away and implement over various timeframes.

Summary takeaways – personal and organizational and closure.



Key Takeaway: Actions to progress HR personally and organizationally on return to the workplace.



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