

# Human Resources Business Partner (HRBP) Growth Series

Online Certificate Program

Unlock a practical Human Resources Business Partner (HRBP) framework with the HRBP Growth Series. Drawing on 30+ years of experience, EHRC collaborates with Forrester & Company to deliver a transformative learning experience. Featuring modules on communication, collaboration, organizational design, coaching, facilitation, and business acumen.



**The Human Resources Business Partner (HRBP) Growth Series Online Certificate Program is a comprehensive development program designed to enhance HR professionals' strategic capabilities.**

- Learn how to introduce a practical, enterprise-wide framework of best practices.
- Learn how to align and develop your team's capabilities and confidence.

**In this online certificate program, attendees will learn a practical HR Business Partner framework, the development strategy to prepare for – and grow inside – the role, and the HRBP “Enabling Skillsets” that encompass the business partner’s day-to-day skills: coaching, facilitation and consulting methodologies; organizational design and development principles; and talent planning.**

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## HRBP GROWTH SERIES

# Online Certificate

### **The purpose of the HR Business Partner certificate is to:**

- Prepare HR Business Partners to be effective in their roles, by:
  - Providing a framework and benchmark for effective business partnering
  - Developing the attitudes, behaviours and skills of effective business partnering

### **At the conclusion of the program, participants will:**

- Know and understand the behaviours that are needed for truly effective HR Business Partnering
- Improve their internal consulting capabilities
- Communicating & Collaborating: Be able to use communication, coaching and facilitation skills to effectively work with, and support, line partners
- Diagnosing & Solving: Know how to consult with their partner to diagnose root causes and prescribe solutions
- Business Acumen & Awareness: Earn the trust of line partners by demonstrating an understanding of their business model

### **What to expect from the course:**

On the first day, participants engage in a context-setting session that includes an overview of the program, its agenda, and objectives. A panel discussion delves into the specifics of the HR Business Partner (HRBP) role within the organization, featuring insights from stakeholders.

The program introduces the Effective Intelligence framework, leveraging the Rhodes' Thinking-Intentions Profile, fostering communication and collaboration skills tailored for business partnership. Practical applications, such as dealing with diverse thinking styles and applying Effective Intelligence to enhance processes, are explored through workplace case

studies. Homework assignments ensure practical integration of learned concepts. Subsequent days focus on key aspects, including organizational design and capability, workforce planning, coaching programs, and facilitation skills. Participants engage in interactive sessions, tackling real-world scenarios and applying learned skills.

The program culminates with a Business Acumen Simulation, providing a deeper understanding of universal business finance concepts and the challenges faced by the line. Throughout, the program offers a tailored and interactive learning experience, aligning with the organization's values, strategies, and capabilities while emphasizing practical application.

## Pricing

**Members.....\$2750**  
**Non-Members...\$3740**

***Tailored courses are available for your team - contact us to discuss a customized training program built for your organization.***

## Schedule

<b>Module One Pt 1</b>	.....	September 9	9:00am - 1:30pm
<b>Module One Pt 2</b>	.....	September 10	9:00am - 12:30pm
<b>Module Two Pt 1</b>	.....	October 7	9:00am - 3:00pm
<b>Module Two Pt 2</b>	.....	October 8	9:00am - 12:00pm
<b>Module Three Pt 1</b>	.....	October 16	9:00am - 2:30pm
<b>Module Three Pt 2</b>	.....	October 17	9:00am - 12:00pm
<b>Module Four Pt 1</b>	.....	November 13	9:00am - 2:30pm
<b>Module Four Pt 2</b>	.....	November 14	9:00am - 12:00pm
<b>Module Five</b>	.....	November 27	9:00am - 4:00pm



EHRC are delighted to partner with Forrest & Company on this program to provide individuals and organizations with practical training in HR Business Development.

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