



London TDM

## HR Training Courses

**Course Venue:** United Arab Emirates - Dubai

**Course Date:** From 02 November 2025 To 06 November 2025

**Course Place:** Downtown Dubai

**Course Fees:** 5,000 USD

## Introduction

In today's rapidly evolving business landscape, HR Business Partners (HRBPs) play a critical role in aligning human resources strategies with organizational goals. This 5-day professional course, "HR Business Partnering Excellence," is designed to equip HR professionals with the essential skills and knowledge to excel as strategic partners within their organizations. Participants will learn to drive performance, foster collaboration, and build effective workforce strategies.

## Objectives

- Understand the strategic role of HR Business Partners in organizations.
- Develop skills to align HR strategies with business objectives.
- Enhance capability in managing organizational change and development.
- Improve stakeholder management and influencing skills.
- Learn to utilize data and analytics for informed HR decision-making.

## Course Outlines

### Day 1: Introduction to HR Business Partnering

- Overview of HRBP roles and responsibilities
- The evolution of HR from administrative to strategic partner
- Key competencies for successful HR Business Partnering
- Understanding organizational culture and its impact
- Building effective relationships with key stakeholders

### Day 2: Strategic Alignment and Workforce Planning

- Aligning HR strategies with organizational goals
- Workforce planning and talent management
- Identifying and addressing skill gaps
- Succession planning and leadership development
- Creating and managing a diverse and inclusive workplace

### Day 3: Change Management and Organizational Development

- Understanding the change management process
- Effective communication and change readiness
- Role of HRBPs in facilitating organizational change
- Strategies for managing resistance to change
- Evaluating the impact of change initiatives

### Day 4: Stakeholder Management and Influencing Skills

- Identifying key stakeholders and their needs
- Building credibility and trust within the organization
- Effective communication and negotiation strategies
- Influence and persuasion techniques for HRBPs
- Managing conflicts and fostering collaboration

## **Day 5: Data-Driven HR and Decision Making**

- Introduction to HR analytics and metrics
- Using data to drive HR and business decisions
- Developing dashboards for HR insights
- Predictive analytics for talent and performance management
- Measuring the impact of HR initiatives on business outcomes