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Course Name

Certified Human Resources Professional: From Traditional HR Role to Business Partner

Sector Name

Internationally Certified Training Programs

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Certified Human Resources Professional: From Traditional HR Role to Business Partner

Course Introduction

The role of Human Resources has evolved significantly—from primarily administrative and transactional responsibilities to a strategic function that contributes directly to organizational performance and business success. Today, HR professionals are expected to act as business partners who understand organizational priorities, analyze workforce challenges, support leaders, and drive initiatives that improve productivity, engagement, and talent capability.

To support this transformation, **BOOST Consulting & Training** has developed the Certified Human Resources Professional: From Traditional HR Role to Business Partner program. This course provides practical frameworks and tools to help HR professionals transition from operational HR tasks toward strategic HR partnering.

The program focuses on aligning HR initiatives with business strategy, strengthening stakeholder relationships, and delivering measurable value to the organization. Participants will develop competencies in HR strategy, workforce planning, talent management, performance management, organizational development, HR analytics, and stakeholder engagement—enabling

them to become trusted advisors and strategic partners to business leaders.

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Target Audience

- ✓ HR officers and HR generalists
- ✓ HR business partners and HR advisors
- ✓ Talent management and organizational development professionals
- ✓ HR managers and HR team leaders
- ✓ Learning and development professionals
- ✓ Workforce planning and performance management specialists
- ✓ Professionals transitioning from administrative HR roles to strategic HR roles

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Learning Objectives

- ✓ Understand the difference between traditional HR roles and the HR business partner (HRBP) model
- ✓ Align HR initiatives with organizational strategy and evolving business needs
- ✓ Apply workforce planning and talent strategies to support business performance
- ✓ Strengthen business partnering competencies including consulting, influencing, and stakeholder management
- ✓ Support leaders in performance management, employee engagement, and culture building
- ✓ Apply organizational development (OD) tools to improve structures, roles, and workforce capabilities
- ✓ Use HR analytics and HR KPIs to support evidence-based decision-making
- ✓ Enhance HR service delivery through effective HR operating models and process improvement
- ✓ Develop a practical action plan to transition into a strategic HR business partner role

Certified Human Resources Professional: From Traditional HR Role to Business Partner

Course Outline

✓ DAY 01

HR Transformation and the HR Business Partner (HRBP) Role

- ✓ Evolution of HR from administrative to strategic function
- ✓ HR value creation and business impact
- ✓ The HR business partner model and core competencies
- ✓ Understanding the business environment and organizational priorities
- ✓ Shifting from transactional tasks to strategic contribution
- ✓ Building credibility as an HR business partner

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Course Outline

✓ Day 02

HR Strategy Alignment, HR Operating Models, and Stakeholder Management

- ✓ Translating business strategy into HR priorities
- ✓ Developing HR strategies aligned with organizational goals
- ✓ HR operating models and service delivery structures
- ✓ Role clarity between HRBP, centers of excellence, and shared services
- ✓ Stakeholder mapping and relationship management
- ✓ Influencing and consulting skills for HR professionals

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Course Outline

✓ Day 03

Workforce Planning, Talent Management, and Capability Development

- ✓ Strategic workforce planning and future skill needs
- ✓ Talent acquisition and retention strategies
- ✓ Succession planning and talent pipelines
- ✓ Learning and development aligned with business capability needs
- ✓ Performance potential assessment and talent reviews
- ✓ Linking talent strategies with organizational growth

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Course Outline

✓ Day 04

Performance Management, Engagement, and Organizational Development Tools

- ✓ Modern performance management practices
- ✓ Coaching managers and supporting performance conversations
- ✓ Employee engagement drivers and measurement
- ✓ Culture alignment and change readiness
- ✓ Organizational design and role clarity
- ✓ Applying OD interventions to improve effectiveness

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Course Outline

✓ Day 05

HR Analytics, Value Measurement, and HRBP Implementation Roadmap

- ✓ Introduction to HR analytics and workforce metrics
- ✓ Using data to support HR decisions and business cases
- ✓ HR KPIs and dashboards for performance monitoring
- ✓ Measuring HR value and business impact
- ✓ Common challenges in transitioning to HRBP roles
- ✓ Practical workshop: developing an HR business partner action plan

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
June 14, 2027	June 18, 2027	5 days	4250.00 \$	UAE , Dubai

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