

HUMAN RESOURCES DEVELOPMENT & HR BUSINESS PARTNER



HRTD150

COURSE TITLE**HUMAN RESOURCES DEVELOPMENT & HR BUSINESS PARTNER****COURSE DATE/ VENUE****01st-05th Dec 2025****London, UK****COURSE REFERENCE****HRTD150****COURSE DURATION****05 Days****DISCIPLINE****HR, Training & Development****COURSE INTRODUCTION**

Welcome to **Human Resources Development & HR Business Partner**, a dynamic course designed to help you enhance your understanding of the evolving role of HR professionals in shaping organizational success. This course explores the pivotal functions of Human Resources Development (HRD) and how HR professionals, especially HR Business Partners (HRBPs), align HR strategies with business objectives to drive performance, culture, and growth.

In today's competitive business environment, HR is no longer just a support function. It plays a crucial role in influencing strategy, optimizing talent, and fostering a high-performance culture. Through this course, you will gain insights into key HR functions, including talent management, employee development, engagement, performance management, and how to become a strategic partner to the business leadership.

COURSE OBJECTIVE**Upon successful completion of this course, the delegates will be able to:**

- ✓ **The fundamentals of HR Development and its impact on organizational performance**

- ✓ **How to transition from a traditional HR role to that of a strategic HR Business Partner**
- ✓ **Effective strategies for talent acquisition, retention, and development**
- ✓ **Best practices in employee engagement, performance management, and building a positive organizational culture**
- ✓ **The importance of HR analytics and data-driven decision-making to measure HR effectiveness**

COURSE AUDIENCE

- ✓ **HR Professionals:** HR Managers, Generalists, or Specialists looking to develop their strategic HR capabilities and become more effective business partners.
- ✓ **HR Business Partners (HRBPs):** Those currently in or aspiring to a strategic HRBP role who want to deepen their understanding of business alignment, talent management, and organizational development.
- ✓ **Talent Management and Development Managers:** Professionals responsible for managing employee learning, leadership development, and succession planning within the organization.
- ✓ **Learning and Development (L&D) Professionals:** Individuals looking to design and implement impactful training and development programs that support organizational growth and employee engagement.

COURSE CONTENT

Day 1: Introduction to HR Development and the Role of the HR Business Partner

Theme: Understanding the Basics and Strategic Partnership

- **Overview of Human Resources Development (HRD)**
 - **HRD's Role in Organizational Success**
 - **Key Components of HRD: Learning and Development, Talent Management, Employee Engagement**
 - **HR Business Partnering Model**
 - **HR as a Strategic Partner in Business**
- **Understanding the Role of an HR Business Partner (HRBP)**

- Transition from Traditional HR to Strategic HRBP
- Core Skills for an Effective HRBP
- Aligning HR Strategy with Business Goals
- The HRBP's Role in Change Management and Organizational Development
 - Building Strong Relationships with Business Leaders

Activity: Group discussion on how HRBP can influence business outcomes and examples of HR's impact on organizational strategy.

Day 2: Talent Management and Workforce Planning

Theme: Developing and Managing a High-Performance Workforce

- Workforce Planning and Succession Planning
 - Strategic Workforce Planning: Forecasting and Addressing Talent Gaps
 - Succession Planning: Developing Future Leaders
- Talent Acquisition and Retention Strategies
 - Effective Recruitment Practices for HRBPs
 - Onboarding, Orientation, and Talent Integration
 - Strategies for Employee Retention
- Performance Management
 - Setting Goals and KPIs for Organizational Success
 - Regular Performance Reviews and Feedback Mechanisms
 - Managing Underperformance and Addressing Employee Development Needs

Workshop: Create a workforce plan for an organization, considering succession planning and talent retention.

Day 3: Learning & Development (L&D) for Employee Growth

Theme: Designing and Implementing Learning and Development Strategies

- Identifying Learning Needs in Organizations
 - How to Identify Skills Gaps and Development Needs
 - Aligning L&D with Business Objectives

- **Designing Effective Learning Programs**
 - **Instructional Design Principles: Needs Analysis, Curriculum Development, and Delivery**
 - **Blended Learning Strategies: E-Learning, Workshops, On-the-Job Training**
- **Measuring the Effectiveness of L&D Programs**
 - **Assessing Training Outcomes and ROI**
 - **Continuous Learning Culture and Employee Engagement**
- **Developing Leadership and Managerial Talent**
 - **HRBP's Role in Leadership Development Programs**

Activity: Design a basic leadership development program for emerging leaders in an organization.

Day 4: Employee Engagement, Well-Being, and Organizational Culture

Theme: Creating a Positive Organizational Climate and Enhancing Employee Experience

- **Employee Engagement Strategies**
 - **The Role of HRBP in Improving Employee Engagement**
 - **Measuring Engagement: Surveys, Focus Groups, and Feedback**
 - **Developing a Positive Employee Value Proposition (EVP)**
- **Organizational Culture and Change**
 - **Aligning HR Practices with Organizational Culture**
 - **Managing Cultural Change and Transformation**
- **Employee Well-being and Work-Life Balance**
 - **Wellness Programs and Mental Health Support**
 - **Building a Supportive Work Environment**
- **Conflict Management and Dispute Resolution**
 - **HRBP's Role in Mediation and Resolving Workplace Conflicts**

Workshop: Design an employee engagement program and identify strategies for enhancing organizational culture.

Day 5: HR Analytics, Reporting, and Driving Business Performance

Theme: Data-Driven HR and Performance Metrics for HRBPs

- **Introduction to HR Analytics**
 - **Importance of Data and Metrics in HR Decision-Making**
 - **Key HR Metrics: Turnover, Retention, Productivity, and Employee Satisfaction**
 - **Using HR Analytics to Support Business Goals**
- **HR Reporting and Dashboards**
 - **Creating Actionable Reports for Senior Leadership**
 - **Developing Visual Dashboards to Monitor HR Metrics**
- **Driving Business Performance through HR Practices**
 - **Linking HR Initiatives to Key Business Outcomes**
 - **Measuring the ROI of HR Programs (Talent Development, Engagement, etc.)**
- **Creating a High-Impact HR Strategy**
 - **Developing a Comprehensive HR Strategy Aligned with Business Goals**

COURSE CERTIFICATE

TRAINIT ACADEMY will award an internationally recognized certificate(s) for each delegate on completion of training.

COURSE FEES

£5,500 per Delegate. This rate includes participant's manual, Hand-Outs, lunch, coffee/tea on arrival, morning & afternoon of each day.

COURSE METHODOLOGY

The training course will be highly participatory and the course leader will present, guide and facilitate learning, using a range of methods including formal presentation, discussions, sector-specific case studies and exercises. Above all, the course leader will make extensive use of real-life case examples in which he has been personally involved.

You will also be encouraged to raise your own questions and to share in the development of the right answers using your own analysis and experiences. Tests of multiple-choice type will be made available on daily basis to examine the effectiveness of delivering the course.

- 30% Lectures
- 30% Workshops and work presentation
- 20% Case studies & Practical Exercises
- 10% Role Play
- 10% Videos, Software or Simulators (as applicable) & General Discussions

