HR Business Partner Roles, Responsibilities & Competencies

2 – 6 August 2027
Barcelona (Spain)



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Why This Course

The role of HR is evolving rapidly, with organizations expecting HR professionals to act as strategic partners who contribute directly to business success. Moving into an HR Business Partner role requires a deeper understanding of business operations, strong consulting skills, and the ability to influence decision-making at all levels.

This intensive 1-week program is designed to build those capabilities. It provides a practical and structured approach to HR Business Partnering, combining strategic thinking, business insight, and hands-on tools. Through real-world scenarios and applied learning, participants will gain the confidence to align HR initiatives with organizational priorities and drive measurable impact.

What You'll Learn and Practice

By participating in this program, you will:

- Understand the evolving role and expectations of HR Business Partners.
- Develop business acumen to align HR strategies with organizational goals.
- Strengthen consulting and influencing skills to engage stakeholders.
- Use data and analytics to support HR decision-making.
- Apply change management techniques to support transformation.
- Build practical frameworks for effective HR Business Partnering.

The Program Flow

Day 1: Foundations of HR Business Partnering

- Understanding the evolution of the HR Business Partner role.
- Identifying key responsibilities and core competencies.
- Differentiating between strategic and operational HR.
- Exploring HRBP models and organizational structures.

Day 2: Business Acumen and Strategic Alignment

- Understanding business strategy and key financial drivers.
- Aligning HR initiatives with organizational objectives.
- Applying workforce planning and talent strategies.
- Using HR metrics and analytics to measure impact.



Day 3: Consulting and Influencing Skills

- Applying internal consulting frameworks and techniques.
- Building strong stakeholder relationships.
- Enhancing communication and presentation skills.
- Influencing decisions without formal authority.

Day 4: Driving Organizational Effectiveness

- Supporting performance management and employee engagement.
- Developing talent and succession planning strategies.
- Improving organizational design and effectiveness.
- Leading change and cultural transformation initiatives.

Day 5: Advanced HRBP Skills and Action Planning

- Applying data-driven decision-making in HR.
- Managing HR projects and strategic initiatives.
- Understanding ethical considerations in HR roles.
- Developing a personal action plan for HRBP growth.

Individual Impact

- Strengthen strategic thinking and business understanding.
- Improve confidence in influencing and advising stakeholders.
- Enhance analytical and decision-making capabilities.
- Develop a clear pathway toward becoming an effective HR Business Partner.

Work Impact

- Improve alignment between HR initiatives and business strategy.
- Strengthen organizational performance through better HR support.
- Enhance stakeholder engagement and collaboration.
- Support successful change and transformation initiatives.

Training Methodology

This program combines strategic concepts with practical application to ensure real impact. Methods include:

- Interactive sessions and guided discussions.
- Case studies based on real organizational challenges.
- Practical exercises in HR strategy and analysis.
- Group activities focused on consulting and problem-solving.
- Tools and frameworks for immediate workplace application.



Beyond the Course

By the end of the program, participants will be able to:

- Develop strategic HR initiatives aligned with business objectives.
- Create stakeholder engagement and communication plans.
- Design HR analytics tools to support decision-making.
- Build a structured personal development roadmap for HRBP success.

