

Giving HR the edge

Capability building for HR Business Partners



What is it about?

Over the years there have been many developments in thinking about the role of HR and how to execute it.

Through strategic awareness and solid HR understanding, HR Business Partners provide a crucial link between an organisations overall goals and its people practices.



For this to be possible HR Business partners need to stay aware of external factors, understand their business strategic focus and be skilled communicators to build links between departments. They need to be able to demonstrate the value of HR for sustainable organisation performance and have the courage to be a partner and provocateur.

However, whilst there may be clarity within the HR community of roles and responsibilities and the process for how HR intend to work with the organisation and add value there can be frustration and disappointment as sometimes it can be perceived that what HR are doing (or expected to do) doesn't correspond to organisations vision.



Jungle recognises that some of the common issues can include:

- HR professionals are asked to play a new, more strategic role but are still doing the job of traditional HR, and have to deal with the volume of day to day operational pressures which do not go away!
- Line Manager are unclear about what HR now does, what they themselves should be doing and are angry that there is, if anything, now less HR support to help them deliver
- Achieving a role shift of operational people responsibilities, both within HR and particularly towards line management is extremely difficult
- The business case for HR Business Partnering might have been a relatively easy sell, however the predicted costs benefits aren't being realised

Our Approach

- HR Business Partner Skills Development

Jungle recognises that there are many challenges to overcome when transitioning from transactional HR to transformational and our HR Business Partner programme will cover all of these challenges and opportunities providing that vital strategic edge.

At a glance

- Gain and understanding of how HR fits within the overall organisation strategy
- Create and implement a HR Strategic Roadmap to deliver objectives and create value added impact, including development of SLA's
- Establish modes of working (now and future requirements)
- Establish Change Readiness – clarify likely barriers to achieving smooth transition to HR Business Partnering (Stakeholders, systems, process, communication)
- Skills development workshops
 - Understanding your brand workshop
 - Coaching skills workshop
 - Consulting skills workshop
 - Mediation skills workshop



People Strategy Development

Jungle understand what it takes to create a people strategy that not only delivers success but enables an organisation to thrive and grow. Through our consultancy interventions we would facilitate the creation of a HR Strategic Roadmap that will align and deliver against organisational objectives, creating value added impact, and SLA's to measure success.



Workshop overviews

Jungle have developed a suite of HR Skills Development workshops designed to equip a HR professional with skills, tool and techniques that will build business awareness, raise their strategic thinking ability, consider their brand and impact on the organisation and learn how to communicate effectively.

Workshop one:

Understanding your brand

Through our workshop participants will be helped to understand their current HR brand proposition and create a new brand proposition that can be clearly understood, and is continually reinforced through the people strategy enabling the HR team to consistently deliver what is promised.

Workshop two: Coaching Skills

Equipping HR professional with coaching skills enables them to communicate with key stakeholders with greater effect

Workshop three: Consulting Skills

Taking on a more consultative approaching within HR will equip the HR Team to become more commercially aware – this workshop enables delegates to ‘step into the consultants shoes’.

Workshop three: Mediation Skills

Conflict in the workplace causes a decrease in productivity, increase in absence and a lowering of morale across the entire business as well as costing the company thousands of pounds each year. This workshop provides practical skills to prevent disputes before they escalate out of control.

Our powerful workshops have been developed to blends skill development with practical application based on real business issues which enhance learning and development.

“ We worked with Jungle during our Business Partner transition programme. The workshops and coach/mentoring support has been outstanding and has made a significant difference to the HR Team and our organisation ”

Helen Gopsill, HR Director, Aircelle

The workshops have a heavy emphasis on practice as well as the theory, and there is high degree of mutual support and challenge provided by the Jungle Consultant during workshop facilitation.

The benefit to the individual and the organisation is that the HR Team can commence modelling the consulting processes required of a HR Business Partner and develop coaching behaviours in real time and with immediate transference of skills back in the workplace.

What Next?

To find out more about our HR Business Partner programme or to discuss how this programme may be customised to best suite your requirements please contact us at info@junglehr.com or call us on **07970 778874**.

