



Learning Series

Business Partnering Skills



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Operating as a Business Partner requires a vastly different array of skills compared to more transactional forms of HR service delivery.

According to the CIPD, the Business Partner model is the most commonly adopted service delivery model, with almost 50% of organisations employing business partners across their workforce.

Business Partnering requires a much deeper and broader understanding of your organisation, the ability to work alongside all levels of management, greater self-awareness and impact, expertise in creating and leading change and the maintenance of a business focus. Not an easy set of skills to develop!

Through strategic awareness and solid HR understanding, Business partnering provides a crucial link between an organisation's overall goals and its people practices.



The challenge of turning HR into Business Partners...

A true HR business partner needs to be able to demonstrate the value of HR and have the courage to be a partner and provocateur.

To effectively transition from an HR transactional function Ulrich identified seven challenges faced by HR as they move toward true Business Partners...



1. HR Theory

Have a sound and grounded understanding of HR theory ie the why and when HR matters is essential but being able to convert this into tangible commercial business solutions is vital for Business Partnering



2. HR Tools

Having access to a wide range for HR tools is important – being able to consider HR history, global HR, leadership depth, culture change all with the intention of being customer focussed whilst transferring knowledge



3. HR Capability

Knowing how to creatively and commercially solve problems and turn new ideas into action with visible results is an essential ingredient. As is the ability to build strong relationships and integrate people issues with the companies strategic plans, customer goals, employee needs, and other staff function plans



4. HR Value Proposition

Is HR clear on the value correlation between HR practices and...

- **Employee:** morale, commitment, competence & retention?
 - **Customers:** retention, satisfaction & commitment
 - **Investors:** profitability, costs, growth, cash flow & margin
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5. HR Governance

Governance arrangements span many levels: contract, resource, communication, organisation design, team building, policy setting and other HR activities. Business Partners need to consider...

- How does HR organise to deliver value?
 - Who does HR work (HR Professionals, Line Manager or Contractors?)
 - Where is accountability for HR work?
 - How is the structure of the company's HR community established?
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6. HR Career

Where has the experience of your HR team been gained? Single site, the same business, outside HR, corporate, generalist, specialist?

Is your team able to demonstrate a mosaic of experience and talent?



7. HR Competencies

Does your team have wide business knowledge or are they proficient at delivering HR solutions? How competent is your team at managing change and how credible is the function and the team operating within the function?

The Business Partner Skills Programme...

The Jungle Business Partnering Skills Programme will address these challenges.

Delivered on a modular basis our programme will equip HR professionals with the skills, tools and techniques to become true HR business partners.

Each module is highly practical is designed to designed to continually build knowledge whilst allowing space between modules to put the learning into practice. The programme will enhance commercial awareness, raise strategic thinking abilities and give HR Professionals the confidence to speak the language of the business.

The programme is also supported by 1:1 coaching sessions*

Who is it for?

Our programme is designed for senior or high-potential aspiring HR professionals.

It offers a genuine contemporary understanding of what HR is all about and provides the essential skills, tools and techniques to drive individual success and business success.



⚙️ Module 1: HR Mastery

This module will provide a sound understanding of the skills required for a true Business Partner. It brings to life the 7C's of consulting, will enable participants to understand the HR impact ladder and provides practical tools to ensure that HR understand the role they play in aligning business strategy with the people strategy

⚙️ Module 2: Change Mastery

Being able to manage change effectively (organisation, others and self) is vital for any Business Partner. This module provides tools and techniques to understand the culture of the organisation and how to manage change effectively

⚙️ Module 3: Business Mastery

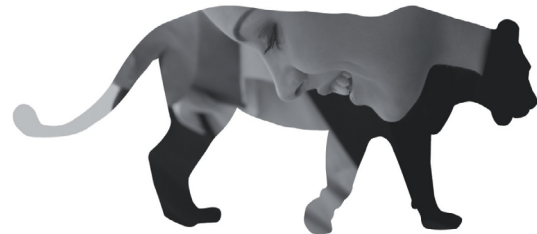
Being able to speak the commercial language of the business is essential for any Business Partner. Being enables (not blockers) whilst keeping the business safe is always a challenge as well as having a sound understanding the value HR is able to create within the organisation whilst setting clear return on investment (ROI) measures are key elements of Business Mastery

⚙️ Module 4: Personal Credibility

Understanding personal impact and that of others, is a core skill for any HR Professional. HR Business Partners however need to raise the bar and understanding and define the HR brand and be clear on what this means for the function as well as the individuals who operate within the team. This module will enable HR functions to be clear on how they want to be seen, have tools to raise personal awareness to improve relationships and increase influence

⚙️ Module 5: Embed

Embedding the learning is an essential part of any programme. This module will bring all of the learning together through the sharing of changes which have been made throughout the programme and will provide practical tools and techniques for self managed sustainable



The Benefits To The Individual...

By the end of the programme delegates will:

- Understand how HR works, and how it can support and enhance the business imperatives of your organisation
- Understand how to integrate your functional HR strategy into that of your organisation
- Have improved personal awareness and understand their impact on others
- Develop coaching techniques in real time and with immediate transference of skills back in the workplace
- Enjoy enhanced ability to influence and challenge business decisions
- Understand the business partner approach, and what it means in your organisation
- Be able to build confidence and credibility in successful partnering to work with senior teams to shape, steer and advise
- Have increased commercial awareness
- Be able to develop the consultative skills needed to effectively support line managers with day to day HR activities

The Benefits To The Organisation...

As a result of our programme, the organisation will gain a HR professional who:

- Can contribute more effectively to the overall business agenda
- Can commence modelling the consulting processes required of a HR Business Partner
- Can develop an HR agenda that will support business goals
- Is personally more effective in contributing to business decision-making and supporting the senior team
- Is able to offer more strategic value to the organisation



Why Jungle?

Jungle is a national award winning, HR and strategic business consultancy.

We have proven experience of working with teams at all levels from c-suite executives through to first line managers with the focus being on upskilling capability and enabling individuals to reach their full potential whilst improving business performance.

We pride ourselves on delivering learning experience that enables delegates to not only leave our workshops having acquired new skills which they can immediately put into practice back in the workplace, but also having had the opportunity to receive support through the workshop to improve their management/leadership style.

What Next?

To find out more about our Business Partnering Skills Programme or to discuss some of our other Personal Effectiveness programmes: Presentation Skills, Effective Communication, Leading in times of Change, Emotional Intelligence Master class, Creative Thinking, **please contact a member of our team:**

Email: Samantha@junglehr.com

Or call us on **01952 301302** or **07970 778874**

