



The world has become more networked and connected, adding often diverse and different perspectives to what are already complicated problems: When a problem needs multiple stakeholders to come together to find solutions, facilitated dialogue is a strategy that supports progress

The modern HRBP is part of the engine room of organisations: They are a supporting partner for business units, boards and people and are able to create means and ways of supporting what at times can be competing priorities of the diverse stakeholders involved in organisational life.

HR Business Partner Skills is a practical programme that will help you develop the mindset of an effective business partner as well as the skills, behaviour, and tools you need to enhance your approach. We focus on how you build your relationships and influence your business partners so that you evolve your own, unique HR business partnering formula. The programme design meets a range of learning needs from those who are junior HR business partner through to those new in a senior position.

This programme is for you if

- you have got experience as an HR business partner, but wish to evolve your skillset or develop a broader approach
- you are from a centre of expertise and need to understand it from an HR perspective
- you want to shift the way you operate further along the continuum from HR manager to a business partner and increase the value you add to your stakeholders
- you need to get a 'seat at the table' and be more confident, credible, and influential at the pan-organisational level
- you are looking to be more strategic, commercially savvy and less operational and transactional

This programme is flexible enough to accommodate your needs whether you have a generalist or centre of expertise partnering background.

Benefits for you

At the end of HR Business Partner Skills, you will be able to

- have a deeper understanding of the HR business partner role and what a commercial and strategic business partner looks and feels like
- develop your skill and confidence in demonstrating leadership and the ability to influence others using a range of approaches and HR/data analytics
- have a greater understanding of how to think systemically and how OD can add value to the HR business partnering role
- build skills in conducting challenging conversations and navigating organisational politics

Programme Details



Date: 26-28 October 2021



Registration deadline: 28 September 2021

Over the course of three days you will learn from conversations, exercises and contemporary challenges alongside participants from similar industries and levels.

Components of the programme and how they will be facilitated across the three days

Day 1	Day 2	Day 3
Purpose, Identity and Function of Business Partners in organisations	Consultancy cycle and managing networks and partners	Organisational transformation and change patterns

The days will be facilitated by two members of the Roffey Park Team who bring challenge and experience to these topics and themes.

Who we are and the team

Roffey Park Institute provides digital, blended and face to face programmes, diagnostics and research services around the world to develop individuals, teams and organisations. Our work is driven by our core purpose of breaking down barriers within organisations making workplaces the best they can be. Roffey Park Institute delivers high impact learning in leadership development, management development, change and resilience, organisational learning, coaching, organisational development and HR.



Vanessa Williams
Senior Consultant

Vanessa is a qualified consultant and coach with over 20 years' experience of helping organisations, teams and individuals change and create the conditions for change. Prior to joining Roffey Park in 2018, she worked with several consulting firms and as an independent consultant. Her early career was in HR and she held board director roles in two companies. Vanessa's specialist areas are leadership development, team development and individual development across a range of behaviours and skills such as Influence and Impact, Coaching, Facilitation and Business Partnering.



Dr Meysam Poorkavoos
Consultant

Meysam is a consultant and researcher with extensive experience of working with clients from various sectors. His main responsibilities include design and delivery of Roffey Park Institute's open and tailored leadership & OD development programmes, competency frameworks, 360 degree feedback, programme evaluation and research. Meysam also has a strong knowledge of quantitative and qualitative research methods and his main areas of research are around resilience, interpersonal trust and compassionate leadership. During his time at Roffey Park, Meysam has been involved in award winning research projects.



Dr Robert F Coles
Chief Executive Officer

Robert is the Chief Executive of Roffey Park Institute. He has been deeply involved with human development over many years, most recently as the Co-Founder and Chair of The Centre for Alternative Leadership & Management - Place of CALM™, an academic research collaboration, think tank and consultancy, created in response to the global financial crisis in 2007/8. Robert's business background spans the fields of retail, the arts, financial services and HR and OD Consultancy and he has extensive international experience as a Mentor, Coach and Consultant, having worked with clients across Europe, the Middle East, Asia and USA.



Jackie Brown
Regional Lead (Europe)

Jackie has a strong strategy and business planning background which is complimented by her formal education in adult learning so that she can create meaningful interventions supporting complex workplaces. A majority of her projects have involved strategic change management where workforce planning and mobilization have required a mixture of diagnostic and dialogic OD solutions which she has successfully deployed. Jackie has worked with all levels of leadership within the private and public sector and has strategised and directed education programmes for up to board of director level participants including a global cultural change programme.