



## HRM-108 - Becoming an HR Business Partner

### Description

The telecom industry is in constant evolution, both in terms of the market trends and in terms of the human resources required by operators and regulators to face fierce competition. The HR function has a key role in the company's strategy and it is thus essential that the concept of 'HR Business Partner' be understood by human resources personnel. The challenge is to identify how the HR function can contribute to the creation of value for the company. This 3-day Training Course provides participants with the competences and tools required to successfully implement the 'HR Business Partner' approach. During the course, participants work on numerous practical workshops to develop their capacity to manage HR to successfully contribute to company's strategy and value.

### Learning Outcomes

At the end of the course, participants will be able to:

- Describe the roles and key competencies of HR Business Partners
- Contribute to the definition of the company's strategy and to decision-making
- Build an HR policy creating value and in line with the company's strategy
- Identify the current challenges and their impacts on HR
- Anticipate stakeholders expectations with regards to the HR Business Partner
- Be a catalyst of change while accompanying social change

### Topics

The Training Course covers the following topics:

#### **DAY 1**

- Becoming an HR Business Partner from a team stand point
- *Exercise: Where do we start?*
- Evolution of the HR role

- Influence of the external environment on HR and current market trends
- Emergence of a new model
- The HR Business Partner
  - Challenges and definition
  - Role and positioning
- *Exercise: Company's strategy and HR strategy*

## DAY 2

- Becoming an HR Business Partner from an individual stand point
  - Individual competencies
  - *Exercise: Your role as an HR Business Partner*
  - Approach and intervention strategy of an HR Business Partner: Success factors
  - Value-added HR practices
    - 1. Understanding the business and decision-making process
    - 2. Improving work teams and decision making
  - *Exercise: Individual development plan*

## DAY 3

- HR team strategies and actions
  - Value-added practices
    - 3. Solving problems and make things progress
    - 4. Be a catalyst of change
  - *Exercise: Team development plan*
- Individual strategy
  - Individual feedback
  - *Exercise: Sharing on the individual development plan*

## Target Audience

- HR personnel who are responsible for supporting operational business units
- Managers looking to complement their skill-set by gaining a good understanding of how human resources can contribute to the company's business success and value

## Methodology

A combination of engaging activities and dynamic presentations to stimulate and maximize participants' learning.

- **Dynamic and interactive presentations**
- Covering **key concepts** in a **concise** manner

Presentations



- **Presentation** of a given situation
- **Analysis**
- **Recommendations & course of action**

Case studies



- **Real-life examples** illustrating **key concepts**
- Focusing on **recent events**

Recent examples



- **Individual and group work** to practice using the tools acquired during the course

Hands-on workshops



- **Discussions** about **on-the-job situations** faced by participants
- **Sharing of experiences**

Group discussions



## Location

A selection of Neotelis' training courses is held in various cities around the world. Please contact us at [training@neotelis.com](mailto:training@neotelis.com) for the complete Yearly Training Calendar.



Neotelis can also deliver in-house sessions of this course specifically for your organization. Please contact us at [training@neotelis.com](mailto:training@neotelis.com) for more information and a Proposal.

## About Neotelis

Neotelis provides training, consulting, conferences and publications to the telecommunications industry worldwide. Its team of senior experts has trained thousands of executives and managers working for operators, regulators, policy-makers and governments in over 120 countries around the world.

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