HR Management · HR56

HR as a Strategic Partner

Paris · 23 - 27 Nov 2026

Date	Venue	Duration
23 - 27 Nov 2026	**Paris**	**1 Week**
Fee	Ref	Language
£5,150 GBP	**HR56**	**English**

Introduction

Organisations that excel at strategy have identified certain skills, and all of them report directly to the competencies and responsibilities of human resources.

As a result, human resources must be aware of the value they create, how they create value, and what benefits influence and are influenced by HR activities. Because HR has a unique cross-functional and global view of the organisation's most valuable asset—the workforce's awareness, skills, and capabilities—HR leaders can add value by consulting and guiding on aligning workforce assets with necessary demands.

HR can also use value cable analysis to identify cost centres, core competencies, and actions that may be candidates for outsourcing in its own business.

This course on HR as a Strategic Partner will sharpen on why HR should display a strategic partner, how HR can become a necessary partner, and, more importantly, how we increase the HR role to better support the business purposes and convert a true "business partner".

This course will highlight:

- The reasons for strategic partnering, considering the environment, recognising the challenges, focusing on endless improvement
- How to equip the current workforce for the future of work and classify the operators of the future
- Classifying which HR strategic ventures assist the organisation toward its strategic aims
- How to recognise and sharpen on core competencies to guide efforts where they will have the best influence
- Methods thinking and creating changes in one area to fulfil strategic aims

Course Objectives of HR as a Strategic Partner

It is not enough to call us a strategic partner. To be a strategic partner, we must sharpen outcomes.

Besides, HR must be probable to the business.

Reliability wants different competencies and this course will concentrate on those competencies.

At the end of this course, delegates will explain how to:

- Develop the strategic relationship between efficient HRM and core business roles.
- Properly apply information with which to add to the organisation’s strategic plan.
- Plan strategies to assure a strong consumer service culture in the HR function.
- Mature visions for critical solutions to organisational human capital hurdles
- Make more suitable judgments with confidence based on an analysis of accessible information to manage business success
- Build a strategy to promote a culture that fosters efficient and effective communications and decision making

Course Methodology of HR as a Strategic Partner

This is a very useful, interactive course that will use a variety of methods including case studies, videos, and other media as well as PowerPoint glides to sign and give the course objectives.

This course is interactive and will need assistance in both little groups and with the entire audience.

Organisational Impact of HR as a Strategic Partner

HR can have a direct influence on the organisation’s strategy through its facts into the strategic planning method and through its strategic leadership.

- Promote results-oriented metrics and scorecards that provide to organisational achievement
- Utilise understanding of business and metrics to build workforce and business arrangements
- Assure that all HR initiatives show measured value to the organisation
- Build an action strategy for handling talent within the confines of the employment market
- Explain and assess business crises intended for HR and other functional projects and initiatives
- Keep a systems-wide perspective when doing business decisions

Personal Impact of HR as a Strategic Partner

The delegate will improve their competencies as human resources professionals and be capable to apply these competencies to their teams.

- The capability to understand and use the information to improve the organisation’s imperative plan
- The capability to interpret information and data to create business judgments and recommendations
- The capability to direct and provide to initiatives and methods with the organisation
- The skill to guide organisational stakeholders
- The knowledge to efficiently exchange information with stakeholders
- The experience to handle interactions to give service and support to the organisation

Target Audience of HR as a Strategic Partner

HR professionals of all levels can serve from this course as can operational managers who need Human Resource support to realise their strategic goals.

This course is fitting over a wide range of professionals but will greatly serve:

- HR Managers
- Directors
- Line Managers
- Anyone who is incorporated with strategic planning

Course Outlines of HR as a Strategic Partner

DAY 1

The Strategic Role of Human Resources in Organisations

- The Evolving Role of the HR Profession
- Dimensions of Change in the HR Profession
- Management Functions
- Critical Management Skills for HR Professionals
- Strategic Planning
- Aligning the HR Function with the Strategic Plan
- Emergent Strategy

DAY 2

Assessing the Internal Environment

- Assessing an Organisation’s Internal Environment
- HR’s Internal Business Partners
- Organisational Design
- Organisational Structures
- Building Partnerships in the Internal Environment
- Building Credibility
- Making a Business Case

DAY 3

Scanning the External Environment

- Environmental Scanning
- Factors that Impact the External Environment
- Demographics
- Economic Factors
- International and Globalisation
- Political Factors
- Social Factors

DAY 4

Measuring Strategic Outcomes

- Strategic Measurements
- The Use of Technology
- Measurement Techniques
- Understanding Research Terms and Techniques
- Human Resource Auditing
- Indicators of HR Strategic Performance

DAY 5

Issues Affecting Organisations

- Ethics and Creating an Ethical Environment
- The Legislative and Regulatory Environment
- Precautionary Exercises
- Preparing for the Future

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