

HR Business Partner: Roles, Responsibilities and Competencies



Who Should Attend?

HR professionals responsible for aligning business objectives with employees and management in designated business units. This course may be attended by line or business managers interested to know how to take advantage of the internal consulting services that HR business partners can offer.

Target Competencies

Consulting

Analytical thinking

Networking

Problem solving



DATE : 3- 4 June 2026

VENUE : Polana Hotel, Maputo, Mozambique

COST : USD 795.00PP

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Attendance by two or more representatives of your compensation committee or organization will foster teamwork and enhance the program's impact

Introduction

Ask ten different people what it means to be an 'HR Business Partner' (HRBP), and you will probably get eleven different answers. As a matter of fact, there is a large number of roles with the title of HR Business Partner, each one underpinned by a different job profile, role accountability and job expectation. This course aims at providing attendees with a clear understanding of what is exactly meant by HR business partnership based on best practices in the field of modern HR management. Moreover, the course introduces the various skills and competencies that HR business partners must develop in them in order to add the most value and contribute to business objectives.

Course objectives

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

- Describe the full implications of the modern role of the HR business partner in becoming the 'architect of the talent machine'
- Recognize how the role of HR business partner can add value to the organization and contribute to the achievement of planned objectives
- Identify the four roles of the HR business partner
- Apply the four roles of the HR business partner and their associated responsibilities
- Develop and demonstrate the fundamental competencies required for an effective HR business partner performance

Course Outline

Session 1: Traditional HR: Service Provider

- Traditional definition of HR: get, keep, grow
- Overview of traditional HR functions
- HR now and then
- Competency based HR
- Lagging HR indicators: is HR hitting the wall?

Session 2: The New HR: From Service Provider to 'Architect of the Talent Machine'

- HR modern day definition: business results, not just HR results
- Anatomy of the HR challenge
- HR management risk
- The corporate talent system; an integrated approach
- Attracting and acquiring talent
- Understanding and planning talent
- Extending talent
- Managing and developing talent
- The Fundamental HR Business Partner Model (Ulrich Model)
- Definition of HR business partner
- The fundamental Ulrich model: four roles to play
- Strategic partner
- Administrative expert
- Employee champion
- Change agent

Session 3: Application of the Ulrich Model: Four Jobs for an HR Business Partner

- Strategic partner
- Operations manager
- Emergency responder
- Employee mediator
- Impact on the business of the different jobs of the HR business partner
- Example of the responsibilities associated with an HRBP process
- The SHRM job description for the HR business partner role

Day 4: Skills and Competencies for HR Business Partners – Part one

- Data judgment
- Business acumen
- Knowledge of business strategy, market challenges and customer needs

- Focus on the organization's financials
- Leading vs. lagging indicators
- Demonstrating strong business analytics
- Talent management acumen
- Workforce planning
- Succession planning
- Talent acquisition
- Talent retention
- Strategic Partner
- Understanding how HRBPs can support the business
- Understanding the talent needs of the business
- Adjusting HR strategies to respond to changing business needs
- Identifying talent issues before they impact the business
- Identifying and implementing critical HR metrics
- SMART HR KPIs
- Aligning HR KPIs with organizational KPIs
- Use of HR KPIs in measuring the impact of HR initiatives that contribute to the bottom line.

Session 5: Skills and Competencies for HR Business Partners – Part two

Operations Manager

- Mastering HR theory and adapting it to unique situations
- Flawless implementation of HR policies, procedures and systems
- Communicating organizational culture to employees
- Assessing employee attitudes
- Tracking trends in employee behavior
- Communicating policies and procedures to employees
- Keeping the line manager updated on HR initiatives

Employee Mediator

- Managing conflict between employees
- Managing competing personalities in the organization
- Managing conflict between managers
- Responding to organizational changes
- Resolving problems in the execution of business plans

Emergency Responder

Quickly responding to line manager questions

Quickly responding to complaints

Responding to manager's needs

Responding to employee's needs

Preparing for different situations

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Training Methodology

This is an interactive course. There will be open question and answer sessions, regular group exercises and activities, videos, case studies, and presentations on best practices. Participants will have the opportunity to share with the facilitator and other participants what works well and not so well for them, as well as work on issues from their own organizations.



"Empowering Excellence: Afriscience Training Programs, Where Learning Extends Beyond Courses to Forge Lasting Partnerships."



REGISTRATION FORM

To register please complete the form so that we can process your registration,
and email to info@afriScience.co.za or sender | Tel: 087 7025808
PLEASE COMPLETE IN CAPITAL LETTERS)

Company Name: Country:
Postal Address:
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Cell: Email:
Nature of Business:

☐ Please register the following delegate(s) for this Conference **(Please photocopy for more delegates)**

Delegate Name:		Designation:		Email:	
Delegate Name:		Designation:		Email:	
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Delegate Name:		Designation:		Email:	
Delegate Name:		Designation:		Email:	

Method of payment

☐ Bank transfer ☐ Cash or Direct Deposit
Payment and/or Banking details will be sent on receipt of a completed booking form.

All payments to reflect the invoice number

Booking Fee:

☐ Early Bird Fee ☐ Normal Booking Fee

Early booking fee is for a booking received 30 days before the training date.

An invoice will be sent upon receipt of registration form. Payment must be received prior to course start and State your invoice number as reference for payment

TERMS & CONDITIONS

I have read and understood the booking terms and conditions

Mr. ☐ Mrs. ☐ MS. ☐ Surname :

Name of Organisation:

Job title:

E-mail:

Date:

Tel: Cell:

Signature:

CANCELLATIONS & TRANSFERS

If you are unable to attend, a substitute delegate is welcomed at no extra charge. Please provide the name and the title of the substitute delegate at least 2 working days prior to the Conference. Regrettably, no refund can be made for cancellation received 2 weeks before the date of the course. A complete set of documentation will however be sent to you. The organiser reserves the right to make any amendments and/or changes to the programme, venue, speaker replacements and/or topics if warranted by circumstances beyond its control

