

Online HR Business Partner Programme with one to one coaching

Many of our clients want to attend HR Business Partner workshops but are based across the country or are part of a global Business Partner team. To accommodate these HR Business Partners we created an online programme, using our experience of the content we know makes the biggest difference to success.

Our programme uses Head Heart + Brain's global research on exceptional HR Business Partnering, the first research of its type by a consulting organisation. It also draws on our years of experience developing HR Business Partner capability in organisations around the world. You can read a summary of the research [here](#)

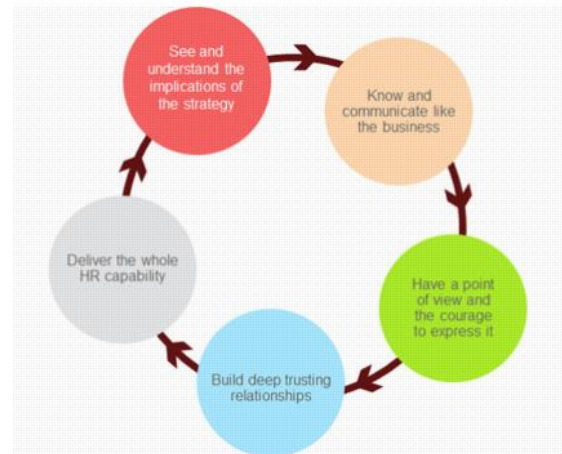
Programme Purpose

Being a successful HR Business Partner is still a challenge in many organisations. When Business Partners know the secrets of success, they can make a major contribution. One that brings about real change in the business and satisfaction for the HR Business Partner. Knowing what makes the biggest difference and how to adopt new ways of working is, we know the bases of success.

In the programme, we explore the skills and mind-set that help HR Business Partners have real impact. We reveal the mind-set common to all successful HR Business Partners and we use our unique brain-savvy training approach to help them turn insight into new, successful habits back at work.



The programme is delivered with online materials, 360 feedback, webinars, one to one coaching and Action Learning Sets.



Content delivery

Interactive learning via webinars- The programme includes webinars for each module as well as online materials. We know many people find webinars a passive learning experience. But not ours! We build in involvement to help the brain concentrate. Webinars are 60 minutes, interactive and engaging.

Online materials - Each month a pack of materials is loaded onto our learning site. Materials are focused on the topic for the month and include articles, videos and references for participants who want to explore further. We include suggestions for applying learning and reflection questions as well as practical exercises HR Business Partners can use. Typically, participants would spend around 1-2 hours per month on materials.

1 to 1 coaching – Each participant receives 6 one to one coaching sessions via skype or similar. This helps participants focus on applying their insights, building new skills

and being accountable for adopting new ways of working.

Experiential learning– Over 6 months our programme factors in time for people to try out new techniques. Via the one to one coaching and Action Learning Sets participants apply learning in the business. Coaches are involved in the ALS giving input, advice and encouragement so participants apply ideas and tools on the job.

The content

Month 1

Introduction and research: Session to introduce coaches and facilitators and the participants to each other, set up the 360 and the structure of the programme.

We also introduce the research -the difference that makes a difference for HR Business Partners.

360 feedback and coaching session to interpret feedback and set learning goals.

Month 2

Self-Belief: All the knowledge in the world is useless if the HR Business Partner does not have the confidence to use it. This can be learnt as well as built through success during application of ideas on the programme.

Month 3

Know the business: Using our online business acumen e-learning and ideas like powerful questions we help HR Business Partners understand and focus on strategic conversations and data.

Month 4

Relationships: The best HR Business Partners build and manage relationships

to get business outcomes. We use our research and the latest findings from neuroscience plus our practical tools to set HR Business Partners on a path to successful relationships with clients and colleagues.

Month 5

Independence: Having a point of view and the courage to voice it is what differentiates the best from the rest. This is a learnt skill which is most successful when accompanied by a clear purpose.

Month 6

One HR: HR Business Partners deliver value when they know how to get the best from their colleagues. This includes a mind-set and skills that span many of the topics covered. Understanding where and when the Business Partner is accountable is crucial here.

Who?

The programme is ideal for all HR Business Partners because the focus is on developing the mind-set and skills. In our language business partners include specialists who provide Talent Development and Reward support to the business. Whatever your team's starting point; we stretch them to be the best they can be in the role. New HR Business Partners will find it invaluable; HR Business Partners with experience who are keen to become even more effective will get access to the latest thinking and techniques. Organisations who are trying to transform their function to be more strategic and impactful will find this programme invaluable.

Why?

Here are a few benefits you can expect:

Honest assessment– Each participant will have a thorough understanding of their own strengths. They'll have feedback from others via 360° assessment and one-to-one coaching. Individuals will know where to focus to become a brilliant HR Business Partner, what drives success for them personally and why that's important.

Mindset, techniques and behaviours for success –They'll know how to think and behave to have a bigger impact as anHR Business Partner. They will also know why these mind-sets, techniques and behaviours work so well.

Confidence and clear purpose

At the end of the programme participants will have an improved level of confidence to challenge, influence and take action.

How?

The team running our HR programmes are all experienced HR practitioners as well as facilitators and consultants with deep expertise. They bring their own experience and examples to their facilitation, as well as insights and understanding from our global research into what makes a great HRBusiness Partner. They are all members of our neuroscience study group so also bring understanding in brain-savvy learning and the neuroscience-based content for participants.

Costs and Timing

The six-month programme is £3500 per person. You can register and pay for the programme [here](#)

We are able to invoice you for 2 or more participants.

The programme starts on June 2020 and times will be set to suit the time zones participants come from

For your investment participants get 6 months learning, 6 one to one coaching sessions and 3 facilitated action learning sets.

What people say about our programmes

DO THIS COURSE! The expertise and insights that the HH+B team have is priceless. Whether it is opening your eyes to new research or giving you the tools to think about where you spend your time. Taking the time to reflect about myself and the organisation has been beneficial because it has aligned my thoughts and behaviours to think about the needs of the organisation and how HR can fit into that agenda. I have the confidence to challenge and coach stakeholders to think strategically – something that can often be lost in the HRBP role. Amy McCarthy, HRBP Civil Service fast Stream

"I know I will be a better HRBP after this course. THANK YOU. And I can see myself going back to my notes and handouts for a long time"
- HRBP Open programme participant

"Your work on neuroscience is fascinating and has helped broaden our understanding of working effectively with senior leaders; we have also used the CORE model within our own team to great effect." Melanie Steel
HRD Cabinet Office

Head Heart + Brain

We have been running HRdevelopment programmes for over 10 years for multinational clients all around the world. These include ANZ Bank, UK Civil Service, ATOS, numerous law firms and retail organisations.

Founding Partner, Jan Hills, developed the Success Profile methodology and used this to develop our global research study to explore what makes exceptional HR business partners.

Our name is pretty quirky; but it says what we do. We work with the **head** - the cognitive, rational business content; the **heart** - the emotional content and lastly the **brain** - taking the latest findings from neuroscience to package what we deliver in a way that works for our brain. We believe through taking this approach that participants and clients will achieve lasting behavioural change.

How to find out more

If you would like to find out more get in touch.

Email lindsayhanson@hhab.co.uk or call 07786070235. Lindsay will be happy to answer any questions you may have.