

**Course Title:**

**Consulting Skills for HR Business Partners**

**Overview**

In a global survey conducted by the Society of HR Management (SHRM) on the critical competencies of a HR Business Partner (HRBP), the ability to consult with senior management and leadership of an organisation tops the list, more than any other functional or behavioural competencies. This demonstrates that a HRBP is no longer just a competent HR practitioner, but one who can engage and become a trusted advisor to decision makers internally.

This 1-day workshop is designed and delivered by a practising HR leader with more than 10 years of corporate HR specialist and business partnering experience, with an unique acquisition of experience in providing external HR consultancy to businesses, government agencies and non-profit organisations as an accredited professional management consultant recognised by the Singapore Government.

**Learning Objectives**

This workshop aims to equip learners with the skills and knowledge to:

- Understand the role of a HRBP as an internal consultant
- Identify the various strategic HR consulting interventions
- Discover and build the consultant-client relationship to become a trusted advisor
- Use communication skills and preferences as a key lever in one's consulting ability
- Apply problem solving tools and techniques to overcome challenges as a consultant

**Course Outline**

The workshop contents include:

- Roles and Responsibilities of a Consultant
- Planning and Managing Consulting Interventions
- Consultant-Client Relationship – What is it and how to become a trusted advisor
- Communication Skills – Preferences, Blind-spots and Augmentation
- Problem Solving Tools and Techniques – A useful toolkit

### **Methodology**

Trainer-led facilitation, case study group discussion and presentation, individual review and reflection.

### **Who Should Attend**

HR practitioners who are business partners or aspiring to be business partners with senior management and leadership of any organisation.

### **Course Duration**

1 Day (8 hours)