

# HR BUSINESS PARTNER

## DIPLOMA



### Three Providers. One HR Business Partner Diploma

Backed up with HR body of knowledge and incremental experiences of three combined prestigious providers who distilled the best practices of HRM field, HRM programs offered by Brilliance is best known of its balance between the academic knowledge and theory in conjunction with professional tools and techniques applied in dynamic business environment.

#### 1. Human Resources Certification Institute (HRCI), USA

HRCI®, headquartered in USA, is the premier credentialing and learning organization for the HR profession. For over 45 years, HRCI has set the global standard for HR expertise and excellence through commitment to the development and advancement of businesspeople in the people business. HRCI develops and offers world-class learning, and is dedicated to helping professionals achieve new competencies that drive business results.

#### 2. Brilliance Business School

Brilliance Business School is a prestigious management educational institution that offers a wide spectrum of business and management programs that includes doctorate, master, diploma and certificates in collaboration with international global partners. During the past 15 years, Brilliance Business School has been one of the vital destination of thousands of management professionals and alumni who benefited from its diverse programs and successfully completed their programs.

#### 3. Rome Business School, Rome, Italy

Rome Business School is an academic and research institute of excellence that offers wide range of academic postgraduate programs. Rome Business School is one of the leading business schools in Italy registered in the Italian Ministry of Education, University and Research (MIUR)

Based in Rome but active in all Italy and internationally, the Rome Business School gives graduates, professionals and entrepreneurs the chance to develop their competencies in managerial disciplines based on the best international standards, thus helping them to become competitive in the job, professional and entrepreneurial markets.

### HR Business Partner Overview

CEO's expect the HR function to play a much more active role in enabling business strategies, said Dave Ulrich & Wayne Brockbank. In this regard, the HR business partner is an HR professional who actively integrates the business strategy with people management practices and thus involves in lots of significant decisions that impact the business.

The HR Business Partner Diploma provides insights into the strategic nature of human resource management by introducing the participants to learning experiences. Understanding HRM from the strategic view and aligning the HRM activities with the organizational strategy gives an organization its HRM breakthrough. Thus, The HR Business Partner Diploma provides a unique approach human resource functions from the strategic and operational perspectives.



## Diploma Objectives

- Provide the opportunity for HR to transit into strategic HR business partner role
- Identify the necessary role of the strategy HR business partner
- Learn how to build highly productive relationships with your internal clients
- Align the HRM activities with the organizational strategy
- Gain unique approach to HRM from the strategic and operational perspectives

## Diploma Content

No.	Modules	Duration
One	HRBP and Strategic Management	18 Hours
Two	Coaching and performance	12 Hours
Three	Organizational Behavior (OB)	18 Hours
Four	Talent Management and Assessment	18 Hours
Five	HR Audit and Analytics	12 Hours
<b>Total</b>		<b>72 Hours</b>

## DIPLOMA OUTLINE

### Module I: HRPB Foundation and Overview (6 hours)

- HRM - Definition and Concept
- HRM relation with Strategic Management
- HRM – progress and evolvement
- Different roles and function of HR professionals
- Define Strategic Management and Planning Concept
- Environmental Scanning – External factors
- Environmental Scanning – Strategic factors
- Strategy Formulation
- Transforming mission into objectives

### Module II: Strategic Management and Strategic HR (18 hours)

- Define Strategy and Planning Concept
- Environmental Scanning – Strategic factors
- Fundamentals of strategy
- Formulation of Strategy
- Formulate competitive Vision / mission
- Transforming mission into objectives
- Types of strategies in Organization
- Types of Corporate directional strategy
- Business Strategies; cooperation and competition
- Functional Strategies and alignment of strategies
- Different HR Strategies and business strategies
- Strategy Implementation
- Evaluation and Control
- HR Strategic foundation and overview

### Module III: Organizational Behavior (18 hours)

Psychological Contracts:

- What are psychological contracts? How do individuals form psychological contracts?

Motivation and Rewards

- Why do individuals work? What are the effects of different reward systems on individual motivation?

Performance and Counter Performance

- Why do some individuals go beyond the call of duty and engage in Organizational Citizenship Behaviour?

Groups and Group Processes

- How do group norms develop in groups? Why do individuals conform to group norms?
- What are cohesive groups and are cohesive groups better than diverse groups?

Leadership and Ethics

- What is leadership and what makes good leaders?
- What is ethical decision making? What factors inhibit or facilitate ethical decision making in organizations?

Organizational Culture

- What is cultural intelligence? How does organizational culture develop?
- How does organizational culture influence behaviour in organizations and organizational performance?

### Module VI: Talent Management and Assessment (18 hours)

- Building a Competency Model
- Core - Leadership - Functional Competencies
- Competency –based Job Analysis
- Competency-profile Assessment
- Assessing the competency level during the Competency-based Interviews (CBI)
- Social / Behavioral Style Assessment
- Competency-based Learning and Development
- Competency-based Performance Management

### Module V: HR Metrics and Analytics (12 hours)

- HR Measures for each Department
- Concept of HR Audit bench Marking
- Trend Analysis
- Data-driven: HR's role in strategic & operational decisions
- Analyzing trends and metrics
- Use of data and its measurement systems
- Types of performance measures
- Key Performance Indicators: relevance and characteristics
- Purposeful measurement
- Identifying organization KPIs

## Instructor's Profile

The program is led by a group of instructors who are known for their significant teaching experience which is focused on HRM and training skills. In addition to their professional background in HRM that enriches discussions and real case studies that optimize the learning experience with knowledge and practice.

## Contacts

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