

5-DAY INTENSIVE TRAINING WORKSHOP

Certified Strategic HR Business Partner (cSHRBP) Program

Bridge people and strategy to drive organizational success and lasting impact.



Course Description

The **Certified Strategic HR Business Partner** (cSHRBP) Program equips HR professionals with the skills and tools needed to connect HR strategies directly with business goals. This course focuses on strengthening HR's role as a business partner, using data-driven decisions, enhancing workforce agility, and supporting leadership through change. Participants will learn to lead workforce planning, talent development, and HR innovation to improve organizational performance in complex and rapidly evolving industries.

Who Should Certify

This program is ideal for:

- HR Business Partners and HR Directors
- Talent Management and OD Professionals
- HR Consultants and Strategic Workforce Planners
- Senior HR Managers seeking a more strategic role
- Business leaders who want to better understand the HR-business connection
- Professionals in industries like petrochemicals, pharmaceuticals, manufacturing, aerospace, and others requiring specialized talent management

Course Objectives

Upon completion of this certification, participants will be able to:

- Align HR strategies with organizational goals and performance metrics
- Use HR data and analytics to support planning and decision-making
- Act as a trusted partner to business leaders and senior executives
- Lead talent strategies, succession planning, and leadership development
- Apply HR technologies to improve systems and drive innovation
- Guide teams through organizational change and transformation
- Manage HR risks and ensure compliance with laws and policies
- Foster a culture of agility, ethics, and continuous improvement

Course Content

Module 1: Strategic HR Partnering & Business Acumen

- Evolving role of the HR business partner
- Understanding business goals, financials, and value creation
- Aligning HR initiatives with company strategy
- Communicating with executives and influencing decisions

Module 2: HR Analytics & Technology

- Using data to forecast talent needs and reduce turnover
- Measuring HR impact and showing ROI
- Telling stories with data using dashboards and visual tools
- Optimizing HRIS platforms like Workday and SuccessFactors
- Exploring AI applications in HR (recruitment, learning, planning)

Module 3: Organizational Design & Change Leadership

- Designing agile and flexible team structures
- Leading organizational change with clear frameworks
- Creating strong cultures and improving engagement
- Applying Agile and Lean thinking to HR practices

Module 4: Talent Strategy & Workforce Development

- Strategic workforce planning in technical environments
- Attracting specialized talent and employer branding
- Building competency frameworks and succession pipelines
- Designing effective learning programs and development paths
- Implementing performance systems that drive growth and accountability

Module 5: HR Risk, Compliance & Ethics

- Identifying people-related risks and planning mitigation
- Navigating global labor laws and data privacy regulations
- Integrating HR with health, safety, and environmental protocols
- Preparing HR for crisis response and business continuity
- Promoting DEI, ethical conduct, and strong governance

Certificate Accreditations

The Certificate **Certified Administrative Manager** course equips participants with key skills and knowledge for career success. It enhances credibility and provides insights into industry standards. Through theory and practical application, it prepares individuals for real-world challenges, offering expert instruction and networking opportunities.

This course will be accredited by one of the following organizations. Please contact us for more information.



Cambridge
Training College Britain



Contact Us:



 +971 54 244 8677


 info@gtidubai.com

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 linkedin.com/company/gtidubai