

## CHRMP™ - HR Business Partner: Master Advanced HR Strategies

<b>Date and duration</b>
<p>Training code : RH004EN</p> <p>Duration : 5 days</p> <p>Nombre d'heures : 35 heures</p>
<b>Training with certification</b>
Certified Human Resource Management Professional - HRBP Advanced
<b>Body</b>
<p>The HR Business Partner (HRBP) is the strategic pivot of a modern organization. Acting as a true partner to managers and executives, the HRBP aligns HR strategies with the overall objectives of the company. They foster talent development, optimize HR processes, and build a high-performing and inclusive corporate culture. Leveraging HR data and digital tools, the HRBP supports organizational transformation and contributes to the implementation of CSR policies.</p> <p>This advanced 5-day HRBP training program will equip you with the skills required to become a strategic partner within your organization. You will learn how to align HR strategies with business goals, develop talent, optimize HR processes, and build a high-performance workplace culture.</p> <p>Through theoretical courses, hands-on exercises, and case studies, you will master analytical, planning, and HR management tools. You will gain the ability to design effective recruitment strategies, implement performance evaluation systems, manage stakeholder relations, and make informed decisions regarding HR policies.</p>
 <p><b>chrmp™</b> CERTIFIED HUMAN RESOURCE MANAGEMENT PROFESSIONAL</p>
<p>At the end of this program, you will be fully prepared for the CHRMP™ HRBP Advanced certification exam (see more details in the Certification tab).</p>
<b>Objectifs</b>
<p>At the end of this <b>HRBP training</b>, you will achieve the following skill objectives:</p> <ul style="list-style-type: none"> <li>• Develop strategic HR skills to become a true Business Partner</li> <li>• Master talent acquisition, talent management, and leadership methods</li> <li>• Analyze HR data to make fact-based decisions</li> <li>• Foster employee engagement and build a shared, mobilizing corporate culture</li> <li>• Align HR strategies with business goals to contribute to organizational performance</li> <li>• Sit for the CHRMP™ Advanced HRBP exam and obtain the Certified Human Resource Management Professional – HRBP Advanced credential</li> </ul>
<b>Points forts</b>

- **Expert HR trainers** so you can learn alongside the best in the field
- **12-month access to the CHRMP Academy platform**, including explanatory videos, interactive webinars, and quizzes to test your knowledge
- **Case studies to apply your knowledge** to real-world situations in group settings
- **Ongoing support throughout your training** journey with regular assessments and personalized follow-up
- **The CHRMP HRBP Advanced certification exam** included in the program package

## Certification

This training enables you to take the professional certification Certified Human Resource Management Professional - HRBP Advanced. At the end of the course, you will be provided with a coupon code to schedule your exam on the CHRMP website.

### **CHRMP HRBP Advanced Exam Format:**

- The exam is conducted online.
- It consists of 60 multiple-choice questions to be completed in 90 minutes.
- A minimum score of 60% is required to pass.
- The exam covers all domains addressed in this training, including HR strategy, talent management, employee engagement, HR data analysis, and HR leadership.

Once you successfully pass the exam, you will receive within 10 days your digital certification and blockchain-verified badge, both valid for 3 years. To keep your certification current, you must follow CHRMP's renewal requirements, which may include continuing education or retaking part of the exam.

Note: The training is delivered in French, but the CHRMP Academy platform and the certification exam are available only in English.

## Modalités d'évaluation

Practical Work

Case study

## Pré-requis

To enroll in this training program, you must meet the following prerequisites:

- Significant professional experience in the field of human resources
- Solid knowledge of the fundamentals of human resource management
- Ability to read and understand written English, required for taking the exam

## Public

This training program is intended for:

- Experienced HR professionals who wish to transition into the role of HR Business Partner and maximize their impact on operational performance.

## Programme

### **Module 1: Introduction to the HRBP Role**

- Understand the role and importance of the HRBP as a strategic partner
- Align HR strategies with organizational goals
- Build relationships with internal stakeholders

## **Module 2: Job Analysis and Job Evaluation**

- Introduction to job analysis methods (data collection and sources)
- Create job descriptions and role specifications
- Use job evaluation to establish fair pay structures

*Case study:*

**Develop a comprehensive job evaluation for a strategic role**

## **Module 3: Competency Mapping**

- Understand and develop a competency framework for specific roles
- Create competency indicators
- Apply the framework to recruitment and talent development processes

*Practical work:*

**Build a competency matrix for a key department**

## **Module 4: Talent Acquisition and Management**

- Plan human and technical resources for talent acquisition
- Design behavioral interviews and selection tests
- Negotiate effectively with candidates for win-win outcomes

*Practical work:*

**Design a complete selection process for a specific position**

## **Module 5: Learning and Talent Development**

- Analyze training needs within the organization
- Implement different approaches to talent development
- Measure the impact of these actions on individual skills and organizational performance

*Practical work:*

**Case studies on skills development**

## **Module 6: Employee Engagement**

- Apply methods to address employee needs and improve engagement
- Measure engagement through surveys and exit interviews
- Calculate absenteeism and turnover rates, and develop strategies to reduce them

*Practical work:*

**Analyze an exit interview in relation to employee engagement**

## **Module 7: Performance Management and Evaluation**

- Establish performance standards and define KPIs and KRAs
- Apply performance appraisal methods adapted to organizational culture
- Implement performance improvement and manager coaching plans

*Practical work:*

**Performance appraisal role-plays**

## **Module 8: HR Policies and Strategies**

- Align HR issues with the organization's vision, mission, and values
- Structure HR policies accordingly
- Analyze and adjust HR strategies in line with organizational changes

*Practical work:*

**Prioritize HR policies in a given context**

## **Module 9: Compensation and Benefits**

- Conduct job grading within the company
- Plan and manage the compensation plan in alignment with business goals
- Identify the best compensation levers to balance performance and fairness

*Practical work:*

**Review a compensation policy**

## **Module 10: HR Stakeholder Management**

- Identify and analyze stakeholders, taking their realities into account
- Communicate effectively with HR stakeholders and implement sustainable HR practices

*Case study:*

**Solve complex stakeholder management challenges**

## **Final Step: Mock Exam**

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