

# INTERNAL STAKEHOLDER CONVERSATIONS

## HR business partner consulting skills

*'Your ability to hire, retain, train, and redeploy people is not going to be easy going forward. That's why HR is so important.'*

— Josh Bersin; HR Global Industry Analyst

As organisations of the future take shape, HR Business Partners will be the driving force behind tasks like talent management, workforce flexibility, strategic planning, and tech development.

They'll also support top-level executives in defining the company's purpose, improving employee experience, cultivating leadership, and simplifying organisational processes.

GRIST's program for HR Business Partners is tailored to foster the consulting skills that help in establishing strategic partnerships required to deliver measurable outcomes for the business.

Participants will learn key consulting skills from understanding business and stakeholder needs, creating effective solutions, plans for effective project implementation, influencing business leaders and measuring success.

### Key components

- The consultant mindset
- Building trust
- Understanding the client / stakeholder
- Communicating value & gaining agreement
- Creating effective solutions
- Influencing without authority
- Working with ambiguity
- Personal effectiveness

### WHAT THE NUMBERS SAY

Leader and manager effectiveness is the priority for **60%** of HR leaders

Employee experience is a top priority for 47% of HR leaders, but only

**44%**

believe their organisations do not have compelling career paths.

**24%** of HR leaders say their leadership development approach does not prepare leaders for the future of work.

In 2016 **74%** of employees were willing to change work behaviours to support organisational change, but in 2022 it's down to **38%**

### Program outcomes for participants

To develop HR Business Partners who can:

- Understand stakeholders wants and needs
- Design effective solutions
- Communicate the benefits of the solutions clearly
- Building key internal relationships
- Delivering measurable value to the business through their solutions
- Become a trusted resource, invited to participate in business initiatives from the onset.

### Program duration

- Face to face workshops, or
- Virtual spaced and paced workshops, or
- Leader-led implementation with support resources