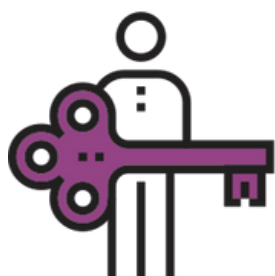




Human
Capital
Institute



DAR-ES-SALAAM 11th-13th SEPTEMBER 2023
KAMPALA 20th-22nd SEPTEMBER 2023



Strategic HR Business Partner

CERTIFICATION PROGRAM

YOUR COURSE GWIIJI



CHRP Dorcas K. Wainaina, OGW

**KEY
TOPICS**

- Adopt a Strategic Mindset
- Analyze Business Data to Create Insights and Guide Decisions
- Create Solutions that Drive Impact and Change
- Communicate Progress to Gain Champions and Influence Positive Change
- Solve Business Issues by Implementing Solutions
- Sustain Solutions by Evaluating Impact



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STRATEGIC HR BUSINESS PARTNER CERTIFICATION PROGRAM

Build credibility and become a high impact, strategic partner to your stakeholders.

Are you ready to work as a strategic, high impact partner to your clients and make work better for people? Would you like to move from being reactive to proactive? To increase your credibility through business and financial acumen? To enhance collaboration with your clients and CoEs? To work as a trusted advisor?

HCI can help. Our research has determined the strategic mindsets and skillsets needed to advance your career and organization. We know the best practices of high-performing HR organizations and we've made it easy for you to incorporate them into your work.

Our intensive 3-day certification program immerses you in a highly interactive, hands-on learning experience and equips you with processes and tools to put ideas into action.

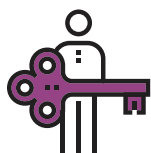
Best of all? You'll be able to work on a real business challenge during class and consult with our expert facilitators and your colleagues.

Who Should Attend?

Because strategic HR is not a role but a way to work, this curriculum is suitable for any early- or mid-career professional who wants to increase credibility, influence, and impact. If you'd like to boost your business and financial acumen, analytics capabilities, consulting skills, and solution design and implementation, this course will help you.

If you are a specialist working in a Center of Expertise, the focus on business and financial acumen, as well as collaboration and co-creating solutions, will help you increase your value to clients and partners.

SHRBP is also suitable for teams or functions transforming from tactical functional specialists to strategic, high impact partners. Since the class focuses on solving a real business challenge, participants will leave with an action plan that they can immediately implement.

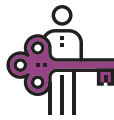


**Strategic HR
Business Partner**
CERTIFICATION PROGRAM

Learn more and enroll at
hci.org/SHRBP

- ✓ Interactive sessions
- ✓ Offered virtually and in person in a 3-day format
- ✓ Includes industry-recognized certification
- ✓ Supports HRCI, SHRM, ATD, and HCI recertification





Our Approach to Learning

What We Do

- ✓ **We believe** that HR is critically positioned to accelerate the success of an organization through the purposeful, strategic management of talent to drive growth.
- ✓ **We know** the way we do this is by becoming high-impact, strategic business partners.
- ✓ **We help** individuals and organizations make this transition through the development of strategic mindsets and skillsets.
- ✓ **We support** the transfer of new knowledge and skills with tools and templates that can be used back on the job.
- ✓ **We understand** how to do this because we are experts in training and development as well as HR.

Why We Are Different

- ✓ **We do your homework for you.**
Our courses are based on our own proprietary research as well as HR thought leadership. We turn them into training that allows you to put ideas into practice.
- ✓ **We know that learning is doing.**
Our courses are full of activities and interactions with your colleagues and our faculty.
- ✓ **We recognize that learning is a journey.**
That's why we support you before, during, and after each course.
- ✓ **We meet you where you are.**
Our courses are designed so that you can acquire both breadth and depth in strategic HR.
- ✓ **We can take you anywhere you want to go.**
Want to become better at your current job? Prepare for your next one? Become a leader in HR? We can help.



Approved for **19.5 Business recertification credit hours** toward PHR, SPHR, and GPHR recertification through the HR Certification Institute.



Pre-approved for **19.5 Professional Development Credits (PDCs)** toward SHRM-CP or SHRM-SCP Certifications.



Pre-approved for **18 continuing education credits** towards recertification by CPTD and APTD credential holders.

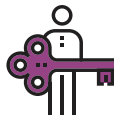


Approved for **19.5 HCI recertification credits** toward HCI Certifications.

ENROLL NOW

Course Fee: \$2,100

contact us at **+254786157892**
or **info@gwijafrica.com**



What You'll Learn

You'll work your way through HCI's Prepare/Partner/Perform framework using your own business challenge. You will learn how to:

Work More Strategically

- ✓ Approach your work with a strategic mindset that is collaborative, evidence-based, business driven, and adaptable
- ✓ Make incremental changes to work more proactively
- ✓ Align talent strategy with business strategy and goals
- ✓ Speak the language of the business and understand the thought processes, goals, and strategies used to make business decisions
- ✓ Understand what it means to be strategic and how to act strategically
- ✓ Increase credibility and influence through value that is added in every interaction

Demonstrate Business and Financial Acumen

- ✓ Understand business and financial terminology and concepts
- ✓ Identify and communicate quantifiable benefits of talent initiatives
- ✓ Justify talent initiatives by demonstrating benefits and ROI

Use Meaningful Business Analytics

- ✓ Use metrics that align with business objectives, even if data is housed across multiple databases/sources
- ✓ Communicate evidence-based insights to gain buy-in and drive change

Enhance Your Consulting Skills

- ✓ Partner with business functions and consult to determine root causes
- ✓ Communicate the value of HR/talent initiatives through the lens of the business

Co-Create Solutions

- ✓ Collaborate with clients and CoEs to create talent management solutions that increase engagement, retention, development, and strategic talent acquisition efforts
- ✓ Use project management to collaborate with all stakeholders, enhance buy-in, and implement initiatives effectively

Manage Change

- ✓ Understand the different phases of change, common objections to change, and how to lead others through change
- ✓ Drive change through people, measuring results, and making it sustainable

Measure Progress

- ✓ Evaluate talent management outcomes with business metrics
- ✓ Scale solutions so that resources are used wisely and impacts are greater



MEET YOUR TRAINER

CHRP Dorcas K. Wainaina, OGW

Certified SPHRi, CHRA, CHRP, MBA | HR Transformation Advisor | Order of the Grand Warrior (OGW) Kenya

She is a certified SPHRi, CHRA, CHRP, MBA among other HR qualifications and she is currently on her PhD research.

She led the Institute of Human Resource Management through a transformative process as the CEO/Executive Director for three years.

She was the first female CEO of the Institute after 30 years of its existence where she provided overall leadership in the regulation of the HR Profession in Kenya. These accomplishments earned her the Order of the Grand Warrior (OGW) decorated by H.E. The President of Kenya in 2018.

She has been engaged by World Bank as a Technical Advisor on Organizational HR Transformation projects and led the NHIF Board in HR re-engineering.

She is an accomplished HR professional with a vast range of demonstrable skills and delivery spanning 21 years.

She is an avid facilitator of middle to senior level leadership capacity building programs including HR committees of Corporation Boards.

Currently, The Senior Regional Director, International HR Operations, Feed The Children Inc. Her experience has seen her live and work in Khartoum during the Darfur crisis of 2004, Kampala and Chapel Hill-US.

She has also worked for various International organizations providing HR leadership in multiple countries in Africa, Asia and Latin America. Her French speaking skills led me to oversee HR operations in Franco-phone countries.

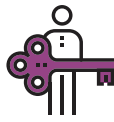
A widely travelled HR professional, she has a deep appreciation of how culture impacts on people management. She is passionate about building leadership capabilities for both men and women.

Profoundly committed to mentoring Women and young people. She is a transformative leader and prolific speaker and facilitator.

She leads singing in church. She enjoys golf and doesn't miss watching 'Living Golf' on CNN! She also enjoys reading and writing. Her articles on topics including leadership and the Future of Work have been published in the Kenya Daily Nation.

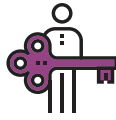
"When life pulls you back, aim forward" is her Mantra.





Course Outline

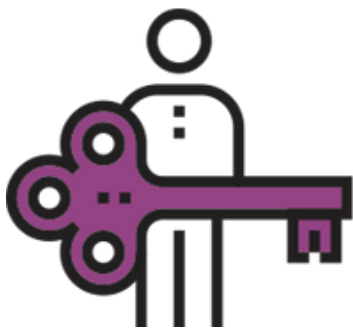
PREPARE	
Modules	Topics
Adopting a strategic mindset	• Understanding the Prepare/Partner/Perform framework • Adopting a strategic mindset and skillset • Assessing yourself on the strategic continuum • Working through a strategic lens
Analyzing business data to create insights and guide decisions	• Understanding the importance of business data to HR • Asking critical questions • Identifying internal and external business factors • Measuring business impact with business metrics
Aligning overall talent strategy to business priorities and objectives	• Understanding HR's pivotal position • Aligning talent strategy to business strategy • Increasing your relevance to business • Describing multiple types of business strategies • Varying talent management strategies according to business strategies • Documenting priorities and measurements • Communicating with the Talent Management Value Approach • Aligning HR interventions with talent and business strategies
PARTNER	
Modules	Topics
Consulting with clients to determine issues and root causes	• Reviewing a day in the life of an HRBP • Understanding consulting types: reactive vs. proactive • Using a consulting model • Creating a questioning strategy • Determining root cause • Collecting data and preparing insights • Collaborating with partners • Sharing findings with clients • Developing recommendations • Working with CoEs
Creating solutions that drive impact and change	• Understanding your role as an HRBP • Developing HR interventions throughout the talent management cycle • Using the appropriate talent management solutions holistically • Aligning business issues, talent issues, and solutions
Communicating progress to gain champions and influence positive change	• Creating change through people • HCI's Change Management Model • Understanding resistance to change • Making the case for change • Communicating about change



Course Outline (continued)

PERFORM	
Modules	Topics
Solving business issues by implementing solutions	• Recognizing the need for project management • Using different approaches to project management (agile vs. waterfall) • Implementing a solution: four steps • Addressing project management challenges
Sustaining solutions by evaluating impact and iterating	• Measuring business outcomes • Using the analytics value approach to create insights and take action • Visualizing data • Use storytelling to drive key points • Scaling solutions
Action Planning	• Determining what you can do immediately, in 30 days, in six months, and in a year





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