

HRBP Business-Driven Methodology Workshop

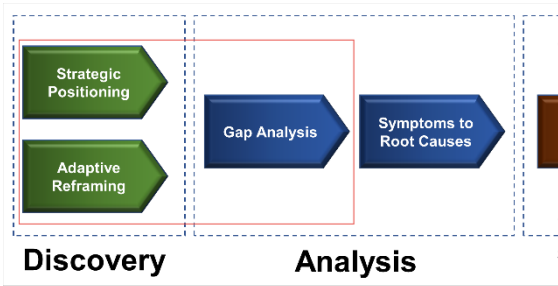
From Discovery to High-Level Gap Analysis

HR Leadership Curators (HRLC) Charlotte-Area Workshops

HRBPs Need a Methodology to Add Serious Value

Being a strategic partner can be challenging. Too often, clients think of you as a commodity rather than a partner. It is up to you to change their perception! You need a methodology to guide how you communicate with clients when discussing ways to improve employee performance and strategically achieve business goals.

Great news! HRLC has an HRBP business-driven methodology and process that (1) are evidenced-based; and (2) enable you to build strategic client partnerships.



“ For the first time, my HRBP asked insightful questions about my business and strategy. I find that invigorating, and I welcome more discussions. ”

Broad Aim

- Strengthen how you build client relationships
- Leverage the methodology and process to add value in improving how your clients' teams achieve business goals

Learning Objectives

- Position HR to strategically contribute to clients' business and performance goals
- Influence clients to become solution-neutral / performance-focused rather than solution-focused
- Conduct high-level analyses to identify gaps in your clients' business and performance goals
- Identify symptoms of business and performance gaps (to set up root-cause analyses)

About the Facilitator

Gary A. DePaul, PhD, CPT, is a speaker, author, consultant and a certified performance technologist with more than 20 years of academic and corporate HR experience. He has worked at Lowe's Home Improvement, Ceridian, Fidelity Information Services, Johnson Controls, and Arthur Andersen.

Registration

Regular price: \$450 plus local tax

SHRM member or SHRM or HRCI certified price: \$400 plus tax

<https://www.hrleadershipcurators.com>



This activity has been approved for 7.50 Business recertification credit hours toward aPHR™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through HR Certification Institute® (HRCI®).

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This program is valid for 7.5 PDCs toward SHRM-CP and SHRM-SCP recertification.

Workshop Location:

Comfort Suites Lake Norman - Huntersville
14510 Boulder Park Drive, Huntersville, NC 28078

HRBP Methodology and Process Workshop

From Discovery to High-level Gap Analysis

HR Leadership Curators (HRLC) Charlotte-Area Workshops

HR Leadership Curators

Offering HR Professionals Value-Added Knowledge

Agenda: One-day workshop

Start	End	Topic	Details
8:00	8:30	Networking, registration	
8:30	8:50	Workshop introduction	Introduction, Goal, Objective, and Agenda
8:50	10:10	HRBP role, methodology, and process (2 activities)	Commodity vs. partnership, HRBP 3.0, and BP challenges Partnership barriers HR Iceberg Model Methodology and process overview
10:10	10:25	Break	
10:25	11:45	Gap analysis foundation (Part 1) (4 activities)	Business, performance, and workplace needs Business-Performance Gap Matrix Workplace Needs Matrix
11:45	12:30	Networking discussion and lunch	
12:30	12:45	Gap analysis foundation (Part 2) (1 activity)	Classifying barriers HR Gap Analysis Model
12:45	1:30	Adaptive Reframing	From solution-focus to results-focus Reframing steps Should/is/symptom questions Troubleshooting pushback
1:30	2:10	Group practice: adaptive reframing (two activities)	
2:10	2:25	Break	
2:25	3:00	Strategic Positioning (1 activity)	Gaining access to the business Preparation for a proactive discussion Proactive steps and questions
3:00	3:45	Group practice: strategic positioning (two activities)	
3:45	4:15	Relationship-building plan	
4:15	4:30	Closing	Summation of key concepts discussion Questions and answers Recommended additional techniques and resources
4:30	4:35	Evaluation	

 Longer group activity

 Presentations, discussions, and short exercises

 Non-credit events



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