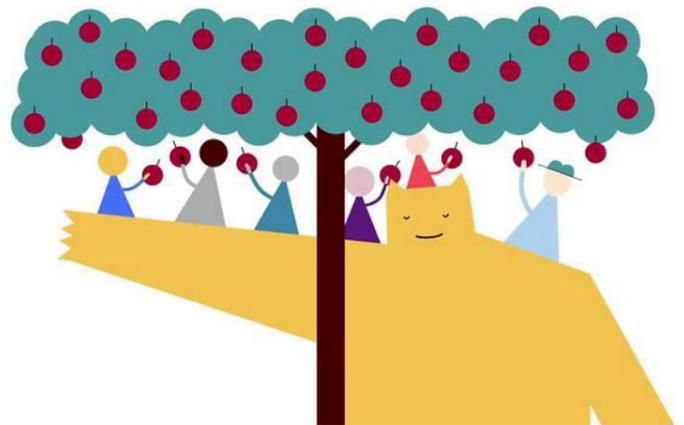


Business–savvy Business Partners

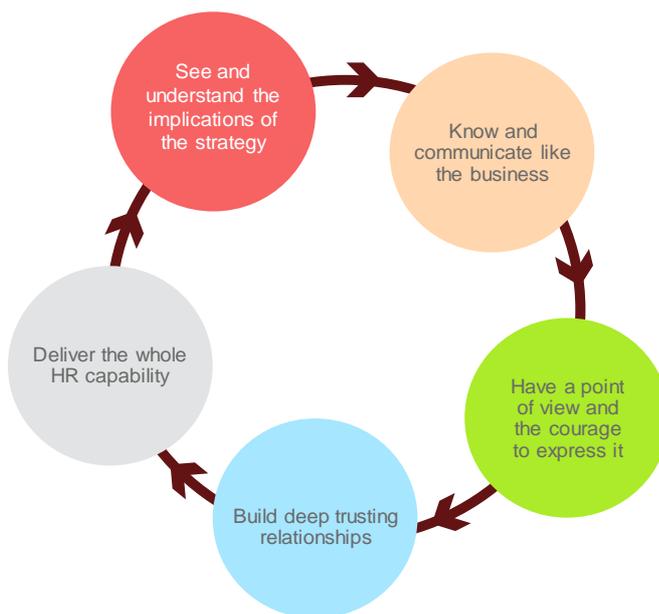
A learning programme for
HR Business Partners
who want to make a
difference



HEAD
HEART
+ BRAIN

Our training programme for business-savvy Business Partners uses Head Heart + Brain’s global research on exceptional business partnering – the first research of its type by a consulting organisation. It also draws on our years of experience developing business partner capability in organisations around the world.

Armed with this insight, we explore the skills that help business partners have real impact. We delve deeper into the mindset common to all successful business partners. And we use our unique brain-savvy training approach to help you turn insight into new, successful habits back at work.



Brain-savvy learning

Our programme is based on the latest neuroscientific research into how the brain learns. This research shows the brain retains information best in smaller chunks over longer periods of time and with opportunities for reflection and practice in between. That’s how we organise the programme, so you get maximum benefit from the time you put in. We call it our brain-savvy approach.

Who?

The programme is ideal for all business partners – whatever industry and however experienced. That’s because the focus is on getting you to develop mindset and skills. Whatever your starting point, we stretch you to be the best you can be in the role. New business partners will find it invaluable, business partners of 20 years’ will get access to the latest thinking and techniques.



Why?

Here are a few benefits you can expect: -

Honest self-assessment – by the end you’ll have a thorough understanding of your own strengths. You’ll have feedback from others via 360° assessment. You’ll know where to focus to become a brilliant business partner, what drives success for you personally and why that’s important.

Mindset, techniques and behaviours for success – you’ll know how to think and behave to have a bigger impact. You’ll also know why these mindsets, techniques and behaviours work so well.

Specialist training – as part of the programme you choose two master classes. This will give you an in-depth insight into change leadership, using data to make decisions, employee engagement or presence. All hot topics for organisations and HRBPs at the moment. You will also undertake our business acumen e-learning programme “The Business Factor” which helps you become more strategic and use the right data for the business issues you are facing.

Experiential learning – our programme factors in loads of time for you to try out new techniques. So when you hit them for real, you’ll know what to do.

1 to 1 attention – because you’ll be in small groups of up to 14 participants, you’ll receive focused attention throughout the programme. As well as, a 1 to 1 coaching session before and at the end of the programme to support goal-setting and action planning.

Access to BrainBox HR – this is our social learning platform. You can access our online library of tools, frameworks and videos tailored to the HRBP role for the duration of the programme. This tool acts as a social network enabling you to keep in touch with participants between modules. It also allows you to learn in your own time.

An HRBP network – in addition to those HRBPs who you meet on the programme you will also become a member of our bigger HRBP online forum. So you can continue networking and sharing far beyond the programme.

Programme Content

Our programme has three key steps spread across 18 weeks:

Opening 1 to 1 coaching session

At the start of the programme you have a 1 to 1 session with a Head Heart + Brain coach to help you reflect on pre-course 360° feedback and prepare for the programme.

Interactive workshops

The two core modules of the programme are both interactive workshops. There's no PowerPoint. Instead the group shares personal experiences and debates key HRBP topics. We also bring models, examples and new techniques to try, with plenty of experiential sessions to put them into practice:

Module 1: Self Mastery

- Global research into what makes a great HRBP
- Your purpose as an HRBP
- Aligning priorities to the business agenda
- Strategic conversations
- Changing habits – building the right ones for success

Module 2: Creating Success

- Knowing the business – commerciality and business acumen
- Becoming a trusted advisor
- A brain-centred approach to collaborating and influencing others
- Influencing tactics
- Coaching others

Master classes

You can choose two of our four half-day master classes. These provide deeper insight into a particular skill you need as an HRBP:

- Leading change
- Building presence
- Employee engagement
- Neuroscience and HR

If you would like to attend all four master classes there is a small additional fee. We also extend our invitation to colleagues or other contacts who may wish to attend to help build your network and richer discussion.

Closing 1 to 1 coaching session

We close the programme with a final 1 to 1 session with a Head Heart + Brain coach to support you develop and deliver your action plan.

Here's what previous participants said....

"Best course I have done. Excellent. Would recommend without hesitation."

"Very good! Lots of take-aways to use in the role. Reflection on self, whilst difficult, is of massive benefit in terms of moving forward in my career"

"Great course with tangible things/tools that can be used at work. Good format and made me feel comfortable"

"I know I will be a better HRBP after this course. THANK YOU. And I can see myself going back to my notes and handouts for a long time"

Cost

For £4,950 plus VAT you get 3 full days of face to face workshop and master class time, plus two 2 hour 1 to 1 coaching sessions.

You also get access to our online tools for the duration of the programme, plus the opportunity to complete a 360° assessment and join our HRBP forum.

The cost does not include any overnight accommodation.

There is a 10% discount when you book multiple places and invoice them together.

How to book

If you would like to book a place on this programme – or to find out more – get in touch. To book a place for yourself or your team, email sarahnorth@hhab.co.uk or call 07770394256. Sarah will be happy to answer any questions you may have.

www.headheartbrain.com

Times and dates

Modules take place from lunchtime to lunchtime. As well as being more brain-savvy, this means you don't have to travel the night before, or get up ridiculously early. You're also not out of the office for extended periods of time. So it's easier to fit around work.

Business-savvy HRBP Programme starting Spring 2018 (*dates for one to one sessions are flexible*)

Head Heart + Brain

We have been running HRBP development programmes for a number of years for multinational clients all around the world. These include PMI, DHL, Department of Work and Pensions, Linklaters, Atos and ANZ Bank.

Founding Partner, Jan Hills, developed the Success Profile methodology and used this to develop our global research study to explore what makes exceptional HR Business Partners.

Our name is pretty quirky; but it says what we do. We work with the **head** - the cognitive, rational content; the **heart** - the emotional content and lastly the **brain** - taking the latest findings from neuroscience to package what we deliver in a way that works for our brain. We believe through taking this approach that participants and clients will achieve lasting behavioural change.

The team running our HRBP programmes are all experienced HR practitioners as well as facilitators and consultants with deep expertise. They bring their own experience and examples to their facilitation, as well as insights and understanding from our global research into what makes great HRBPs.

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