



London TDM

# Finance and Accounting

**Course Venue:** United Arab Emirates - Dubai

**Course Date:** From 16 August 2026 To 20 August 2026

**Course Place:** Downtown Dubai

**Course Fees:** 5,000 USD

## Introduction

The "HR Business Partnering and Strategic Alignment" course is designed to equip HR professionals with the necessary skills and knowledge to align their functions with organizational strategy effectively. This course provides a comprehensive understanding of strategic HR roles, cultivating strategic relationships, and enhancing the value of human resources within the business context.

### Objectives

- Understand the role of HR Business Partner in strategic alignment.
- Develop strategic thinking and planning skills within HR functions.
- Enhance communication and influence within the organization.
- Align HR initiatives with business objectives.
- Build collaborative partnerships across the organization.

## Course Outlines

### Day 1: The Role of HR Business Partner

- Introduction to HR Business Partnering
- Evolution of HR Roles and Responsibilities
- Skills and Competencies of an Effective HR Business Partner
- Creating Value through HR Initiatives
- Case Study: Successful HR Business Partnering

### Day 2: Strategic Thinking and Planning

- Identifying and Understanding Business Objectives
- Crafting a Strategic HR Plan
- Setting HR Priorities in Alignment with Business Goals
- Measuring HR Impact on Business Success
- Workshop: Developing a Strategic HR Plan

### Day 3: Communication and Influence

- Effective Communication Strategies for HR Professionals
- Building and Maintaining Influential Relationships
- Negotiation and Conflict Resolution Skills
- Creating a Personal Brand within the Organization
- Role-playing Exercises: Practicing Influence

### Day 4: Aligning HR Initiatives with Business Objectives

- Translating Business Needs into HR Initiatives
- Implementing Talent Management Strategies
- Succession Planning and Workforce Development
- Leveraging Technology for HR Alignment
- Interactive Session: Aligning HR to Business Case Studies

### Day 5: Building Collaborative Partnerships

- Fostering a Culture of Collaboration and Innovation
- Networking and Partnering for Organizational Success
- Cross-Functional Teamwork and Leadership
- Engaging Stakeholders for HR Initiatives
- Action Plan Development: Inspiring Collaborative Change