



*Program Overview*

*Certified HR Business Partner*

*Delivered Online*

**handover**

Efficiency ... from Hire to Retire

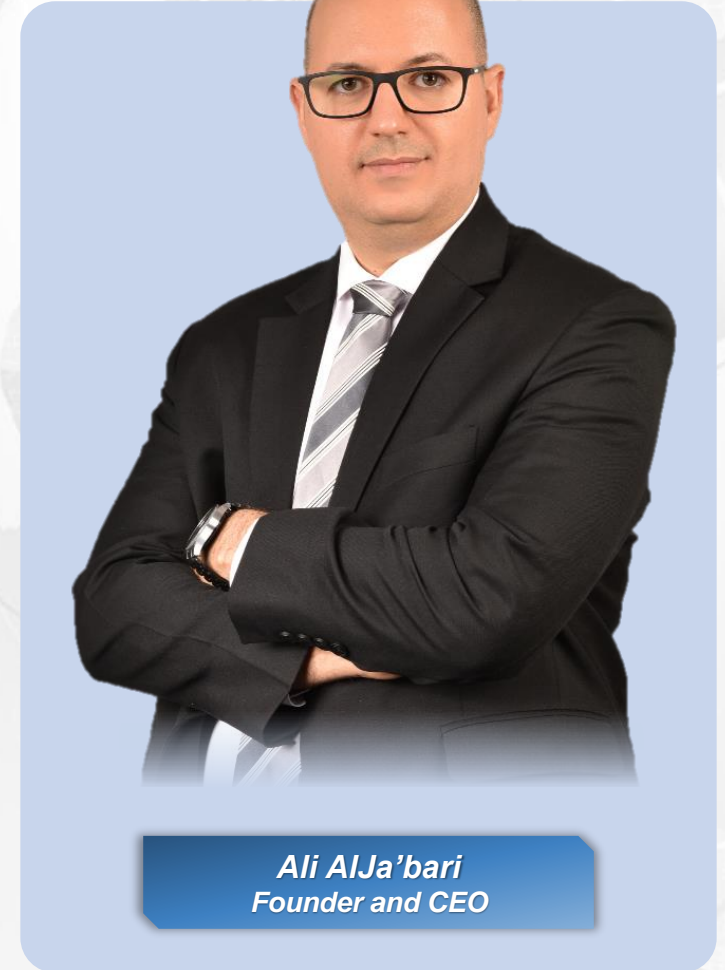


*Handover Consulting is a dedicated partner for businesses across the Middle East, offering Consulting, Recruitment, and Training solutions. Our team of seasoned professionals leverages deep industry knowledge and practical experience to address your evolving business needs.*

*We are committed to delivering exceptional service and building strong, enduring partnerships with our clients. Our goal is to be your trusted advisor, helping you navigate complex challenges and achieve lasting success.*

*Whether you are a small business or a large corporation, we have the expertise to tailor our services to your specific requirements.*

*To learn more about how Handover Consulting can elevate your organization, please contact us today.*



**Ali AlJa'bari**  
Founder and CEO

## Program Highlights ...

- **Program Overview:** The Certified HR Business Partner (CHRBP) program aims at educating and coaching (with practical examples) participants about different aspects related to the Business Partnering operating model and the strategic role of HR Business Partners in such environment. At the end of the program you will have a better understanding of your role as an HR Business Partner and how to be an effective member in implementing strategic HR projects.
- **Simple Certification Process:** The program comprises of 4 online training sessions on the concepts and approaches related to HR Business Partnering. Afterwards, participants are requested to apply the learned concepts and approaches into practical projects which upon successful evaluation would qualify them with the internationally recognized title Certified HR Business Partner (CHRBP).
- **Delivered by HR SME Consultants:** The program is delivered by extensively experienced HR Consultants of **Middle Earth HR**, one of the largest specialist training, education and knowledge support companies for HR professionals worldwide and is considered to be the world's 7<sup>th</sup> largest HR Training firm.
- **International Accreditation:** The Certified HR Business Partner (CHRBP) certificate is internationally accredited by **Carlton Advanced Management Institute (CAMI)**, a global research body operating in the United States with the objective of conducting researches and development of special subjects in Human Resources.



## Advantages of the program ...

- **Comprehensive Course Material:** During the program you will be provided with a comprehensive information packed courseware which will be easy to re-use, reference, and share at the workplace or at home.
- **Networking Opportunity:** The program will be attended by many senior and junior professionals from various locations and industries. During the program, you will have the opportunity to network with these professionals and understand the types of HR Business Partnering issues and practices used in their environment.
- **Consulting Opportunity:** As the program will be delivered by extensively experienced Consultants, you will have the opportunity to discuss, consult, and relate to HR Business Partnering issues at your workplace and understand how such issues would be resolved.
- **Learning Best Practice Approaches:** Throughout the program, you will have the opportunity to learn various concepts and best practices related to HR Business Partnering.
- **Professional Branding:** After successfully completing the program, you will have the opportunity to brand yourself with the title Certified HR Business Partner (CHRBP).



## Who should attend the program ...

The **Certified HR Business Partner (CHRBP)** program is intended for a wide range of professionals including:

- **Professionals Driving Strategic HR Initiatives**

Individuals from diverse fields such as Human Resources, Talent Management, Organizational Development, and Business Operations who are responsible for aligning HR strategies with business goals will acquire the frameworks and tools necessary to drive organizational success through effective people management.

- **Top/Middle/Lower Management Professionals**

Executives and operational managers, regardless of their area of expertise, will gain critical skills to support strategic HR practices. By completing the Certified HR Business Partner (CHRBP) program, they will learn how to integrate HR business partnering principles into their roles to enhance workforce performance and organizational outcomes.

- **HR Professionals and Consultants**

Professionals such as HR Business Partners, HR Managers, Talent Consultants, and Organizational Development Specialists will deepen their expertise in strategic HR management. This program equips them with advanced methodologies and best practices for workforce planning, stakeholder engagement, talent development, and driving business impact through HR initiatives.



## A simple and practical certification program ...

The program is designed in a simple approach which ensures educating participants with the subject's concepts and best practices and testing their understanding through their successful completion of practical assignments.






### Certified HR Business Partner (HRBP)



## Course Outline to be delivered in the Training Workshop ...

Below is the outline of the course that will be delivered during the Training Workshop:

Module 1: Strategic Business Partner	Module 2: Driving Employee Engagement	Module 3: Key HRBP Initiatives	Module 4: Being a Change Agent
<ul style="list-style-type: none"> <li>▪ <b>Understanding HRBP</b> <ul style="list-style-type: none"> <li>– Understand the role of an HR Business Partner</li> <li>– The importance of the role of HRBP in an organization</li> </ul> </li> <li>▪ <b>Identifying high impact business drivers</b> <ul style="list-style-type: none"> <li>– Understanding HR Business Drivers</li> <li>– Understanding the Value Discipline Model</li> <li>– Understanding Strategic Themes</li> </ul> </li> <li>▪ <b>Linkage of HR to Strategic Drivers</b> <ul style="list-style-type: none"> <li>– Understand the linkage of Business Objective with Lead and Lag Indicators</li> <li>– Understanding strategic maps and its different types</li> </ul> </li> <li>▪ <b>Creating an HR scorecard</b> <ul style="list-style-type: none"> <li>– Understanding Balance scorecard and its creation</li> <li>– Translating themes into strategic maps</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>Employee engagement measurement and initiatives</b> <ul style="list-style-type: none"> <li>– To understand employee engagement</li> <li>– To understand eNPS and its applications</li> <li>– To understand the drivers of engagement</li> </ul> </li> <li>▪ <b>Managing grievances and difficult conversations</b> <ul style="list-style-type: none"> <li>– Understand what are difficult conversations</li> <li>– Understand the need and importance of difficult conversations</li> </ul> </li> <li>▪ <b>Attrition and EVP creation</b> <ul style="list-style-type: none"> <li>– To understand attrition</li> <li>– Early Warning System and predicting exit of employees</li> <li>– EVP Creation</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>Data storytelling using trends and benchmarks</b> <ul style="list-style-type: none"> <li>– Benchmarking and its applications</li> <li>– Trend analyses, its applications and pros and cons</li> </ul> </li> <li>▪ <b>Manpower planning using analytics</b> <ul style="list-style-type: none"> <li>– Benchmarking and its applications</li> <li>– Trend analyses, its applications and pros and cons</li> </ul> </li> <li>▪ <b>Creating Performance Improvement Plans</b> <ul style="list-style-type: none"> <li>– Creating PIP and PSP processes</li> <li>– The need for performance feedback</li> <li>– Process of giving constructive feedback and its types</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>▪ <b>Understanding change and its challenges</b></li> <li>▪ <b>Lewin's change model</b></li> <li>▪ <b>Change management ice berg model</b></li> <li>▪ <b>Influencing skills</b></li> <li>▪ <b>Introduction to power and its types of sources</b></li> <li>▪ <b>Negotiation and its various types</b></li> <li>▪ <b>Use Appreciative Enquiry as a tool in OD projects</b></li> <li>▪ <b>What are appreciative enquiry tools</b></li> </ul>

## What Participants said about the CHRBP program ...



**"The program was good overall. I was able to understand the HR Business Partner's role in depth."**

Rajendra Prasad Komakula  
HR Generalist, El Seif Engineering Contracting



**"Informative, distinguished the difference between traditional HR & Business Partnership. Good case studies to support and understand the subject."**

Reena Prajapati  
HR Officer - Middle East Region, Alfa Laval



**"I enjoyed the sessions very much."**

Amer AlSheaibani  
Assistant HR Manager, Arab Financial Services



**"Thorough material with good presentation. Covers detailed information with regards to HRBP."**

Shiju Priyadas  
Head of HR, Al Subeai Industrial For Investment LLC



**"Excellent program and totally informative as the trainer shared live examples which were relevant to HRBP."**

Luella Dsouza  
Senior HR Officer, National Bank of Abu Dhabi



**"A well presented program which gives out a lot of information & career development areas."**

Midhun Mampilly  
HR & Administration Manager, DAMAC Properties



**"Very well presented, informative, and well connected with practical life. One of the best trainings I have attended."**

Sruthy Sunish  
HR Officer, GCC Services



**"Well done and well prepared."**

Luai Albosta  
HR Manager, Al Faisal Holding





## Detailed Schedule of the program ...

### Program Schedule

The program will be conducted **Online** over 4 online sessions.

Please check our website for the specific dates as announced <http://handover.consulting>

### Program Fees

The fee for the program is published on our website. <http://handover.consulting>

### Registration and Deadline

Please complete this [Registration Form](#) and send it to us before the announced registration deadline to confirm your registration in the program.



*Program seats are limited. Book your seat now !!*

## Consider an in-house delivery of the program just for your company ...

- We have noticed an increase in demand from our clients to organize In-house training programs due to a number of distinctive advantages which include:
  - ✓ **Cost Saving:** the cost per delegate is typically less when compared to sending the same number to public training courses.
  - ✓ **Team Building:** a room full of delegates from different departments can encourage greater team work, awareness and understanding of each other's role.
  - ✓ **Industry Focus:** having this program delivered in-house for one company, provides the Trainer with more focus to concentrate on the company's specific industry and the best practices of the topic.
  - ✓ **Customized Training:** getting a group together allows all of the training and learning to be focused on the company and can discuss real, specific, and current examples.
  - ✓ **Convenient Schedule:** you will have the convenience to decide the schedule and timing of the in-house program that ensures the availability of all of your employees and aligned with your working hours.
  
- **Contact us now on [enquire@handover.consulting](mailto:enquire@handover.consulting) to provide you with more details and a customized offer for your company.**



## Contact us now

We would love to provide you with more details on our services.  
Please do not hesitate to contact us for further details or enquiries.

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[enquire@handover.consulting](mailto:enquire@handover.consulting)

<http://handover.consulting>