HRBUSINESS PARTNER

RESOURCE LIBRARY







Introduction

As organizations face the challenges of changing employee expectation and unrelenting digital disruption, HRBPs are more important than ever.

Whether you are a new HRBP or a seasoned Business
Partner, today's unprecedented business reality is not
easy to navigate. That's why we have curated this
selection of resources that can help you better
understand the challenges organizations are facing, and
how you can help them turn obstacles into opportunities.

From in-depth reports on HR's status quo to clear instructions on how to drive performance with HR analytics, this resource library is designed to be the perfect starting point on your journey towards becoming a more impactful and successful HR Business Partner.





5 aspects of a great HRBP

We have divided the resources in this collection into five chapters, each one exploring a topic that is essential for future-ready and impactful business partners.

The strategic role of the HRBP

In order to make a strategic impact, you need to understand the changing role of HR, and where you fit in as an HR Business Partner.

Page 4

2 Strategic measurement & analytics in HR

From staying on track with KPIs to determining optimum staffing levels, learn how data can make HR professionals more effective.

Page 9

Communication skills

Take your communication skills to the next level and learn how to cement your reputation as a trusted consultant and advisor.

Page 14

Employee experience

Create the perfect environment for improved performance on both an organizational and individual level.

Page 17

Future of work

Ensure you have the skills and knowledge to thrive in a rapidly changing business landscape, now and in the future.

Page 21





The strategic role of the HRBP

1

HR Business Partner Benchmarking Report

The HR business partner role is evolving. This report gives an overview of the challenges that the HRBP is facing, their role, requirements, and responsibilities.

2

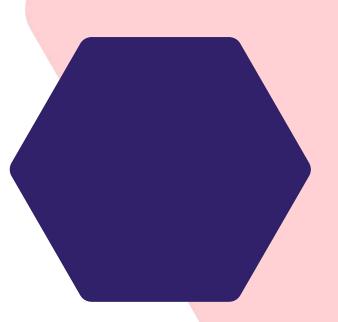
Critical Role of HR Business Partnering in HR Operating Models

The HRBP plays a vital role in connecting business strategy with HR practice. This article outlines a number of ways HR can reduce operational burdens and enhance strategic impact within modern HR operating models.

3

HR Business Partners and Centers of Expertise

HR is at a turning point. For a decade now, it has been undergoing a process of transformation. But for many organizations, this process has increasingly failed to produce the expected results. This Deloitte paper provides some key insights into how to change this.





The strategic role of the HRBP

4

Human Resource Business Partner

Lifecycle Model: Exploring How the

Relationship Between HRBPs and Their

Line Manager Partners Evolves

Are HRBPs excelling or maladapting? And how can you set the business partner up for success? In this paper, the author proposes an HRBP life cycle that needs to be actively managed and provides tips on how to do so.

5

What's in, What's Out For HR Business Partners?

In order to create impact, we still have a long way to go. The skills of the HR business partner need to be reviewed. This article provides a vision for what's next in the HRBP role and what tasks will disappear in the future.





The strategic role of the HRBP

6

The Right Strategy? Examining the
Business Partner Model's Functionality
for Resolving Human Resource
Management Tensions and Discussing
Alternative Directions

The way most organizations have designed their HR operating model does not work. This article explains why the three-legged stool is an insufficient solution for HR's challenges and proposes a new way that will enable (HR) organizations to perform better.

The HRBP Explained



Learn about the history of the HRBP role, the three main roles HR Business Partners play, and the four essential BP competencies in this 12-minute video.

Watch Now



The strategic role of the HRBP

7

O Partner, Where Art Thou? A Critical Discursive Analysis of HR Managers' Struggle for Legitimacy

HR is failing to become an equal partner of the business. This article takes a critical look at HR's attempt to achieve this and challenges some core assumptions we have in HR (e.g. HR is a strategic partner of the business).

8

21st Century Human Resources: Employee Advocate, Business Partner, or Both?

In terms of creating impact, we still have a long way to go. The role of the HR business partner and other parts of HR need to be reviewed. This article provides a vision for what's next in HR and how that changes the different roles in HR.





HR analytics & strategic measurement

1

What Is HR Analytics?

A quick primer on why People Analytics is a crucial part of every HRBP's toolkit, especially as we face a world of work shaped by changing employee expectations and digital disruptions.

2

Enabling Business Results with HR "Measures That Matter"

Dive deeper into HR metrics with this comprehensive report and learn how to identify the measures that will help you bring the organization closer to hitting its strategic goals.

3

<u>The Balanced Scorecard — Measures</u> <u>That Drive Performance</u>

This article explains more about this set of measures that gives top managers a fast but comprehensive view of the business.

4

Case Study: How We Determined Optimal Staffing Levels

A detailed look at using data to avoid unnecessary staffing costs.



Videos: introduction to HR analytics

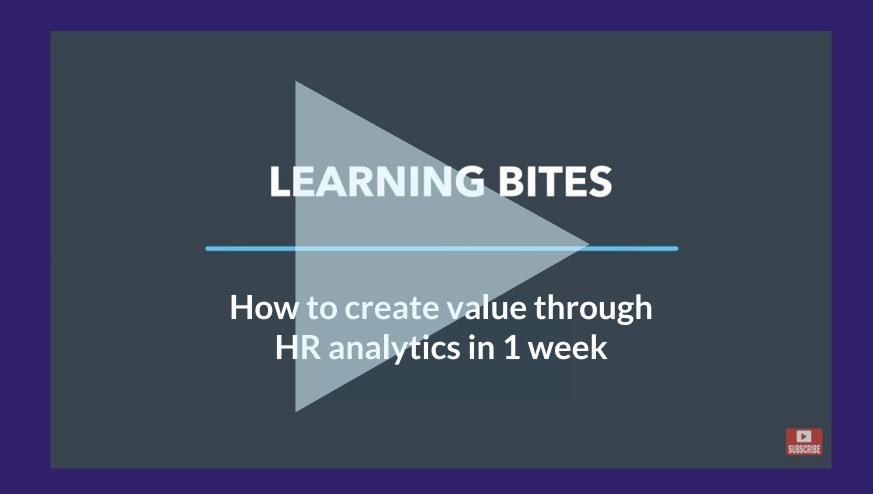
What Is HR Analytics?



Tackle the basics of HR analytics in this 20-minute introductory video. You will take a look at 3 case studies, find out how analytics can help HR professionals make better decisions, and learn about the ROI of analytics.

Watch Now

Get Value in 1 Week



Find out how to start adding value with HR analytics in just one week. This short and to-the-point video explains how you can start making a difference with HR analytics in 5 steps.

Watch Now



HR analytics & strategic measurement

5

The Rise (and Fall) of HR Analytics: a

Study into the Future Applications,

Value, Structure, and System Support

Look beyond the status quo of data-driven HR with this academic paper which asks: What will HR analytics look like in 2025?

6

Reducing Workplace Accidents Using People Analytics

Another case study, this time using data to identify risk factors for accidents — and evaluating the impact of certifications.

7

Case Study: Key Drivers of Retail Sales Performance

See how consultants identified (non-)controllable factors influencing performance of retail outlets.

8

What Is an HR Dashboard & HR Report? Examples, Visuals and a How-To

This comprehensive blog explains why and how you create HR dashboards, and offers a list of metrics to include and examples of different kinds of HR dashboards.



HR analytics & strategic measurement

9

Human Resources KPIs: An In-Depth Explanation With Metrics & Examples

Not all metrics are KPIs. This blog explains the difference, provides a list of example KPIs, and explores a real-life business case on creating an HR KPI scorecard.

11

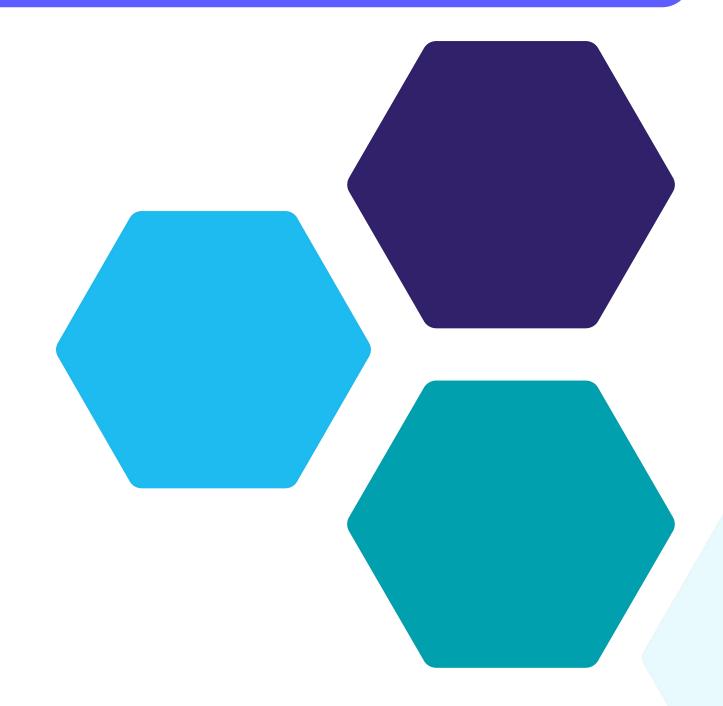
How To Use AI in HR Analytics: Your Go-To Guide

If you're not using AI in your HRBP work, you could be missing out on big opportunities. Learn how to use AI in HR analytics and get inspired to shape your own approach.

10

Why You Need Both HR Reporting and Analytics

HR reporting and analytics are intertwined. Both are necessary for workforce management, people analytics projects, and HR processes. Find out why.







Communication skills

1

6 Ways to Look More Confident During a Presentation

This article outlines the indicators of persuasive, positive body language used by successful business leaders.

2

A Checklist for More Persuasive Presentations

Asking these six questions can help you make more impact within your organization.

3

Create a Conversation, Not a

Presentation

Read this article to discover five ways to make your presentations more effective and avoid interpersonal and organizational mistakes.

4

How to Tell a Great Story

Storytelling is an essential skill for business partners. This article explains how to tell a compelling story in a business context.

Communication skills

5

How to Build and Maintain a Professional Network

Learn how to expand your professional network, maintain it, and use it effectively.

6

How to Network the Right Way: Eight <u>Tips</u>

Make your networking efforts more successful and more enjoyable with these pointers.



Master networking, presenting and storytelling

Learn more





Employee experience

1

A Complete Guide to the Employee Experience

Master the basics of EX in this blog.

2

The Financial Impact of a Positive Employee Experience

A good EX benefits both the employees and the business. This report analyzes the relationship between employee experience and an organization's financial outcomes.

3

Reimagine and Craft the Employee Experience

Use design thinking to create an engaging workplace that helps drive sustainable business performance.

4

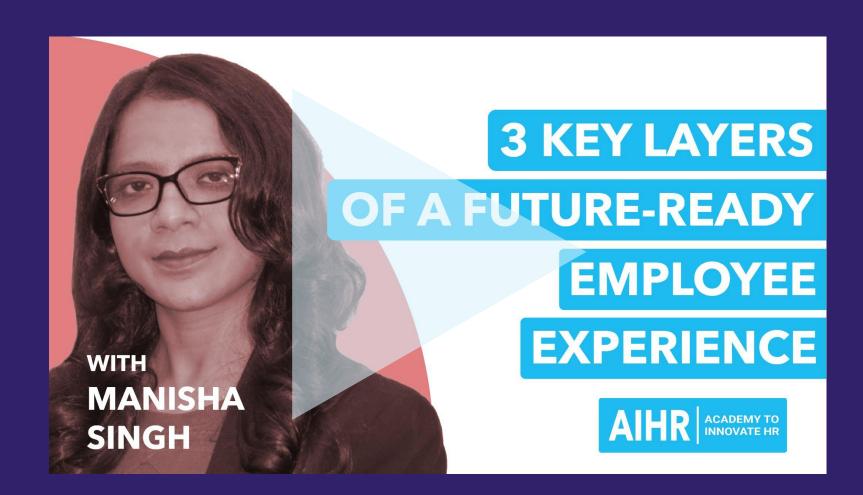
Measuring the Customer Experience of HR (Why and How)

It's clear that EX is important — but how do you measure it to ensure your organization is on the right track?



Videos: HR leaders on employee experience

Future-Ready EX



In this interview, the Global VP of Employee Experience, Analytics & Digital HR at AstraZeneca explains how to build a future-ready employee experience in the face of massive disruption.

Watch Now

EX and Remote Work



How do remote work and asynchronous communication affect the employee experience? And why should you treat EX like a subscription product? Tune in to this in-depth interview to find out.

Watch Now





Employee experience

5

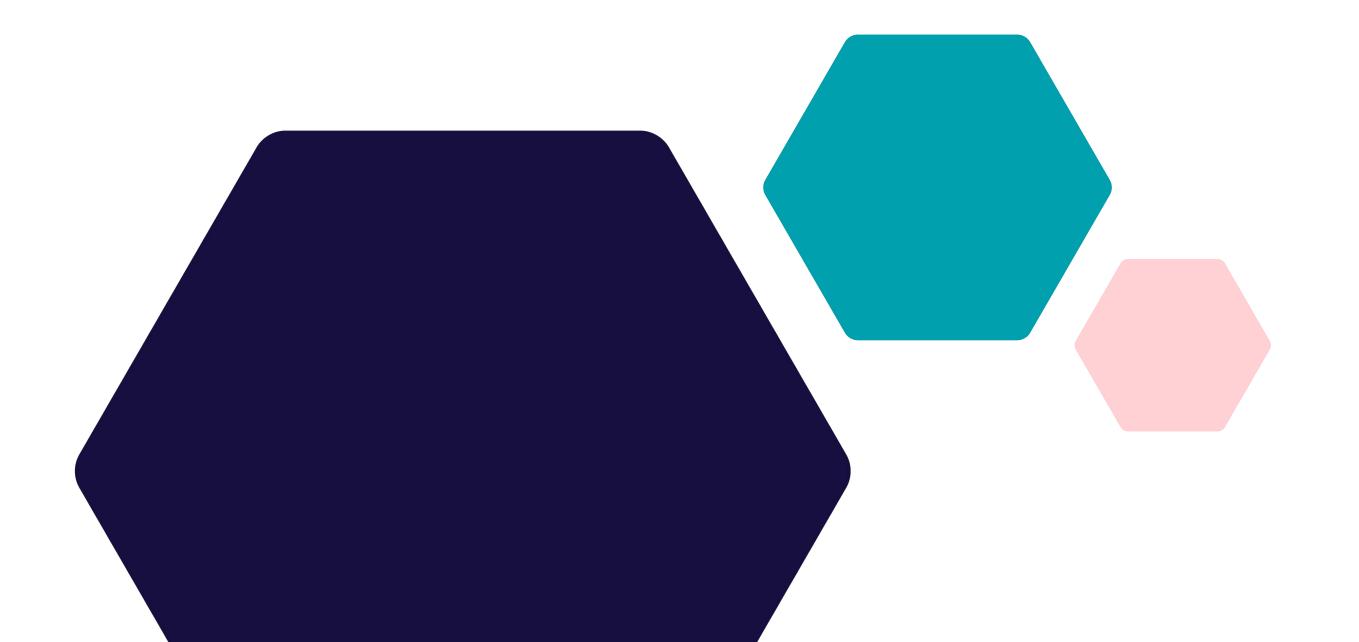
An Employee Experience Maturity Model To Empower EX Excellence

An EX Maturity Model provides a roadmap to build and improve employee experience, indicating where you are now and how to move forward. Check out this example.

6

Employee Experience 2020 Global Report & Case Studies

This report contains major EX trends and success factors, as well as seven case studies featuring Employee Experience leaders such as Facebook, LinkedIn, and KBC.





05 Future of work

We have all seen how crucial it is for professionals (and organizations) to be able to rapidly respond to change. In this final chapter, we have gathered resources that can help you thrive in a rapidly changing business landscape, now and in the future.





Future of work

1

Unplug From the Past

Take a deep dive into 4 trends shaping our new business landscape.

2

The HR Image Makeover: From Cost Center to Profit Maker

This article explains why HR needs to shift how it sees itself, measures itself, and helps executives connect HR practices to business results.

3

<u>Digital Transformation as a Path to</u>

Growth

Discover the approach that helps leaders bridge the business of today and tomorrow.

4

Covid, Hysteresis, and the Future of

Work

Discover the four shocks caused by the pandemic which have transformed the future of work.



AIHR ACADEMY TO INNOVATE HR

Future of work

5

Getting Practical About the Future of Work

This report explains how companies can turn the challenges posed by AI and automation into an opportunity rather than a threat.





Find out what competencies HR professionals need to be more effective in their job and drive the business forward in this in-depth, 37-minute video.

Watch Now



HR Business Partner 2.0 Certificate Program

Become a data-driven and impactful HR business partner

The HR Business Partner 2.0 Certification Program helps you acquire the knowledge and skills needed to become a truly strategic partner to the business and take your rightful seat at the table.

Learn more

- Online, self-paced learning
- Personal coach
- Exclusive community access
- Digital certificate upon completion
- Eligible for HRCI & SHRM credits





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