

HR Business Partnering: 8 Strategic Skills for Agile HR Practitioners



Latar Belakang:

Saat ini HR harus bisa bertransformasi dan melakukan pergeseran peran, agar fungsinya selaras dengan kebutuhan bisnis.

HR tidak lagi hanya berperan untuk kepentingan karyawan internal organisasi, melainkan mampu mengembangkan pola pikir outside-in yang melihat kepentingan pelanggan, investor dan para stakeholders secara keseluruhan. Dengan demikian kehadiran HR dalam organisasi mampu memosisikan dirinya setara dengan fungsi unit bisnis lainnya.

Sejak Profesor Dave Ulrich memperkenalkan gagasan HR sebagai Strategic Business Partner, banyak organisasi segera mengambil langkah dan bertindak mengubah pola pengelolaan HR menjadi mitra strategis, dan bersama-sama dengan unit bisnis menentukan masa depan organisasi.

Infrastruktur bisnis tak lagi hanya terletak pada fungsi manajemen bisnis seperti sales, marketing, business development dan keuangan, namun juga terletak pada kemampuan manusianya.

Oleh karena itu sangat diperlukan kepiawaian para profesional HR dalam mengubah perannya, dan menguasai kompetensi yang diperlukan untuk mendukung kesuksesan dalam mengelola HR sebagai mitra bisnis yang strategis.

Tujuan:

- Memahami perubahan tren besar global yang memengaruhi pengelolaan HR dalam mengembangkan kapabilitas SDM
- Mempelajari 8 kompetensi SDM untuk menciptakan nilai HR untuk mendorong performa bisnis organisasi
- Menciptakan dampak nyata di organisasi dengan mempraktikkan keterampilan HR business partner

Target Peserta:

- Direktur HR
- General Manager HR
- Manager HR
- Manager HRBP
- HRBP Specialist
- HRBP Analyst
- Profesional HR

Workshop Outline:

Modul 1:

HR Trust-Builder

- Build respect and commitment from others to your position
- Showing performance through results and fulfilling commitment
- Continuously learn and put others as priority above personal interest

Strategic Capability Catalysta

- Scan external macro (global and regional) and industry business trends
- Understand stakeholder requirements and behaviors
- Identify challenges and opportunities of the trend and align with internal capability analysis, and develop specific responses to address the external scanning

Modul 2:

People Developer

- Plan human capital requirements and fulfillment strategy
- Manage human capital acquisition and development process impacting organization growth
- Practice innovative and latest trends in agile HR that address the disruptive challenges
- Integrate solutions across HR value chain processes
- Build leaders for future growth

Balancing Paradox

- Create a balanced view of issues by considering alternative point of views
- Evaluate problems and solutions addressing both short-term and long-term needs
- Discuss details for execution and big picture for helicopter-view
- Create win-win solutions by disagreeing without disagreeable

Modul 3:

Analytics Influencer

- Identify different types of data across HR processes
- Analyze data to evaluate predictive & statistical trends and make well-informed HR decisions
- Align HR data to business performance data for impactful decisions

Change Driver

- Develop sense of urgency or business case in promoting change
- Build step-by-step roadmap in change management
- Discuss, assess and define corporate culture in concrete business terms
- Shape corporate culture by designing & implementing communication / change strategy
- Have persistency and discipline in promoting change

Modul 4:

Total Reward Designer

- Define underlying drivers of people motivation
- Understand philosophy and practices of total reward systems & manage both the financial & non-financial rewards
- Design innovative total reward / recognition solutions
- Align total rewards to overall company strategic goals

Technology Proponent

- Understand latest technology & digital trends that impact HR effectiveness & efficiency
- Manage HR automation to improve HR processes
- Enhance internal-collaboration with technology and digitalization such as knowledge management and social media tools
- Leverage tech & digitalization to create employee advocates

Investasi Offline

Rp 9.000.000 + PPN

Investasi Online

Rp 4.500.000 + PPN



Setiap pembelian training, anda akan berdonasi 1 beasiswa bagi mereka



+5%
DISKON

Dapatkan tambahan diskon 5% saat registrasi & bayar di website QuBisa Corporate

DEVELOPING DIGITAL AGILITY IN PEOPLE: PELATIHAN BERDAMPAK BAGI INDIVIDU DAN BANGSA



World-Class Curriculum



Top Facilitators and Practitioners



Experiential and Practical Learning Method



1. Prof Dave Ulrich (Honorary Advisor)
Speaker, Author, Professor, Thought Partner on HR, Leadership, and Organization at The RBL Group
2. Budi Soetjipto
Dosen Fakultas Ekonomi dan Bisnis Universitas Indonesia
3. Irvandi Ferizal
Ketua Forum of Human Capital Perbankan Indonesia (FHCPI) & HR Director of MayBank Indonesia
4. Swandajani Gunadi
Human Capital & Marketing Director at Adira Finance
5. Maria T. Kurniawati
HC Expert & ICF Certified Coach
6. Dr. Paul Walsh
Program Director of BSC and Lean Six Sigma practice at Australian Graduate School of Management
7. Husein Samy
Country Manager HR of PT. IBM Indonesia
8. Suwardi Luis
CEO at ONE GML
9. Dr. Yunus Triyonggo
Chairman of GNIK Steering Committee
10. David Rogers
Global Guru on Digital Transformation
Faculty Director, Columbia Business School

Kegiatan Bersama Alumni

1. QuBisa Corporate Mentoring Clinic Human Resource
2. QuBisa Corporate for Underprivileged Communities
3. Benchmark Visit to Branded Company

Informasi Pendaftaran

- 021-4515718 0813-8952-8410
 onegmlofficial corporate.qubisa.com/premium
 One GML cs@gmlperformance.co.id

Klik QR Code
untuk info
pendaftaran

