

MERCER PUBLIC WORKSHOP

美世公开研讨会

人力资源如何成为有价值的业务伙伴

以业务合作伙伴的思维引领人力资源管理职能全面转型升级

在当今活跃的经济环境中，人力资源专业人士面临的挑战不仅仅是设计出高效可靠的人力资源运作流程和系统，而且需要成为公司管理层的业务伙伴和战略顾问。

美世为期 2 天的研讨会将帮助学员理解人力资源业务合作伙伴的角色和职责；探讨如何从专业的人力资源管理者转型成为战略及业务合作伙伴，消除障碍，更好地在组织中提升影响力，体现价值。在学习形式上，本课程将采用美世复合式教学模式，线下线上学习相结合，有效强化巩固学习效果。

课程概述

准确定位 HRBP，实现成功转型

- 三支柱模式的建立及其定位和分工
- COE, SSC 和 HRBP 之间的衔接和配合
- HRBP 在组织中的角色和作用
- HR 专业人士转型成为 HRBP 的障碍和挑战
- HRBP 工作及汇报关系的建立
- 提升 HRBP 履行职责的效率和效果
- HRBP 的业绩结果产出及衡量
- 优秀企业实践案例的分享

提升 HRBP 在组织内部的影响力和价值

- HRBP 业务影响力提升三阶段
- HRBP 如何支持企业的战略目标实施

研讨会信息

时间地点：

北京

5月 21-22 日

11月 14-15 日

上海

4月 11-12 日

9月 5-6 日

12月 17-18 日

深圳

7月 18-19 日

杭州

6月 13-14 日

成都

6月 20-21 日

费用：

RMB 10,800(含 6%增值税)

联络

美世学习与发展热线电话

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- HRBP 如何平衡业务部门的实际需求和 HR 总部的政策规则
- HRBP 为业务部门提供整体解决方案，助力业务策略实现
- 提高咨询和辅导的技巧，建立与业务领导的信任和协作关系
- HRBP 的胜任力模型及评估
- 如何修炼 HRBP 的六项核心能力
- HRBP 职业发展的方向和路径

学员收获

- 深入理解人力资源管理转型成为业务合作伙伴的时代趋势和必要性
- 用战略业务伙伴的理念推动人力资源管理职能和体系的优化
- 澄清 HRBP 应当扮演的角色、承担的职责和业绩的衡量
- 理解成为咨询型或战略型 HRBP 对业务发展的价值
- 学习如何建立 HRBP 的品牌和信誉并发挥对管理层的影响力
- 评估您作为人力资源业务伙伴的能力，制定个人发展规划

目标学员

HRBP，计划向 HRBP 职位发展的 HR 或非 HR 人士，在企业内部正在或将要领导 HR 团队转型的 HR 领导，将要担当更多战略职责的 HR 专业人士

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HOW TO BECOME A VALUABLE HR BUSINESS PARTNER

In today's dynamic business environment, HR professionals need to design not only efficient and reliable HR operations and systems, but also to act as business partners and strategic advisors to the senior management.

This two-day workshop helps participants to understand the role and responsibilities of HR business partners, cope with functional transition from HR professionals to strategic and business partners, eliminate barriers, enhance influence in the organization and add value to business units.

We will take the method of Mercer blended learning, which will strengthen and consolidate learning effect through combining on line module with offline workshop.

TOPICS COVERED

Position HRBP properly and transit successfully

- Foundation of Three-pillars human resources management system and roles of each pillar
- Build cooperation among three pillars: COE, HRBP and SSC
- Position and responsibilities of HRBP in organization
- Transition barrier and challenges HRBP faced
- HRBP work relationship and report lines
- Improve effectiveness and efficiency of HRBP when performing responsibilities
- Measure performance and output of HRBP
- Best practices sharing and discussion

Enhancing HRBP's Value and Influence in the organization

- Realize three development stages of transactional-BP to consultative-BP and eventually to strategic-BP
- HRBP support business strategies implementation
- Balance the actual needs of business departments with policies and procedures from HR headquarters

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Shenzhen
Jul 18-19

Hangzhou
Jun 13-14

Chengdu
Jun 20-21

Price:
RMB 10,800(including 6% added-value tax)

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- Provide comprehensive solutions to business departments and facilitate business goals' achievement
- Practice the skills to provide consultancy and coach to business leaders, build up trust and cooperation, enhance HRBP's influence in corporation
- HRBP competence model and self-evaluation
- Methodologies to improve HRBP's six core competencies
- HRBP's career development path

BENEFITS TO PARTICIPANTS

- Deeply understand the trends and importance of human resource's functional transition
- Optimize human resource management systems to fit with strategic business partner's role
- Identify the key role and responsibilities of HRBP in the organization, clarify performance measurement
- Add values to business development as strategic BP or adviser
- Build on HRBP individual brand and reputation, increase influence on management team
- Evaluate core competences as an HRBP and set up actions to improve

TARGET PARTICIPANTS

HRBP, HR or non-HR professionals who may develop into HRBP role, HR leaders in the organization who may take leadership in human resources transition, HR professionals who will perform a more strategic role

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