

# 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。

### 课程概述

#### 精准定位 HRBP，成功实践转型

- 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，体现价值

- HRBP 业务影响力提升三阶段
- HRBP 支持企业的战略目标实施
- 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
- 应用大数据分析及其他技术工具，强化 HRBP 的影响力

### 研讨会信息

时间地点：

北京

4月20-21日

10月26-27日

上海

5月18-19日

9月14-15日

12月9-10日

深圳

4月15-16日

广州

8月26-27日

费用：

RMB 10,800(含 6%增值税)

### 联络

美世学习与发展热线电话

电话: 400 600 5599

电邮:

learning.china@mercer.com

# MERCER PUBLIC WORKSHOP

## 美世公开研讨会

- HRBP 的胜任力模型及自我评估
- HRBP 的六项核心能力修炼
- 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、承担的职责和衡量业绩的标准
- 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，即将转型成为 HRBP 的 HR 专业人士或非 HR 人士，在企业内部正在或将要领导 HR 团队转型的 HR 领导，希望承担更多战略职责或对业务发挥更大影响力的 HR 专业人士

### 研讨会信息

时间地点：

北京

4 月 20-21 日

10月26-27 日

上海

5 月 18-19 日

9 月 14-15 日

12 月 9-10 日

深圳

4 月15-16 日

广州

8 月 26-27 日

费用：

RMB 10,800(含 6%增值税)

### 联络

美世学习与发展热线电话

电话: 400 600 5599

电邮:

learning.china@mercer.com

# MERCER PUBLIC WORKSHOP

## BUSINESS PARTNER

In today's dynamic business environment, HR professionals not only design efficient and reliable HR operations and systems, but also 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 PRECISELY AND TRANSFORM SUCCESSFULLY

- Establish human resources three pillar operation model
- Build cooperation among three pillars: COE, HRBP and SSC
- Clarify roles and responsibilities of HRBP in organization
- Overcome barriers and challenges HRBP faced during transformation
- Set up HRBP's working relationship and report lines
- Improve effectiveness and efficiency of HRBP when performing responsibilities
- Measure performance and output of HRBP
- Share the best practice of benchmark companies

### ENHANCE HRBP'S INFLUENCE IN THE ORGANIZATION, EMBODY VALUE

- Realize three development stages of operational BP to consultative BP and eventually to strategic BP
- Facilitate implementation of business strategies

## WORKSHOP INFORMATION

Time and Place:

Beijing  
Apr 20-21  
Oct 26-27

Shanghai  
May 18-19  
Sep 14-15  
Dec 9-10

Shenzhen  
Apr 15-16

Guangzhou  
Aug 26-27

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

## CONTACT

Mercer Learning and Development  
T: 400 600 5599  
E: [learning.china@mercer.com](mailto:learning.china@mercer.com)

# MERCER PUBLIC WORKSHOP

## 美世公开研讨会

- Deliver comprehensive solutions to business units and facilitate business goals' achievement
- Practice skills to provide consultancy and coaching to business leaders, build up trust and cooperation
- Apply big data analysis and other technologies to enhance HRBP's influence in business units
- Conduct self-evaluation based on HRBP Competence Model
- Share methodologies to improve HRBP's core competencies
- Develop HRBP's career path

## BENEFITS TO PARTICIPANTS

- Fully understand the trend and importance of human resource's functional transformation
- Optimize human resource management systems to fit with strategic business partner's role
- Identify the core roles and responsibilities of HRBP in the organization, clarify performance measurement
- Add values to business development as consultative or strategic BP
- Build on HRBP's individual brand and reputation, enhance influence on management team
- Evaluate competences as a HRBP and take 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 transformation, HR professionals who wish to perform a more strategic role or strengthen impact on business units

### WORKSHOP INFORMATION

Time and Place:

Beijing  
Apr 20-21  
Oct 26-27

Shanghai  
May 18-19  
Sep 14-15  
Dec 9-10

Shenzhen  
Apr 15-16

Guangzhou  
Aug 26-27

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

### CONTACT

Mercer Learning and Development  
T: 400 600 5599  
E: [learning.china@mercer.com](mailto:learning.china@mercer.com)