

MERCER COLLEGE 美世学院

人力资源如何成为业务伙伴

当今在活跃经济增长中，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，而且需要担当公司高级管理层的业务伙伴和战略顾问。

美世为期一天的“人力资源如何成为业务伙伴”将帮助学员理解人力资源专业人士新的角色和职责，探讨如何更好地成为一名真正的“业务战略伙伴”。本次研讨会包括实战案例分析，小组讨论和练习，确保学员的高度参与并获得相关知识和技能。

课程概述

- 对人力资源业务伙伴生存环境的认知
 - 了解竞争市场
 - 了解公司业务
 - 了解业务伙伴
- 人力资源转型
- 人力资源业务伙伴的角色及职责
 - 人力资源业务伙伴角色的自我评估
- HR职能的价值提升
- 人力资源业务伙伴的能力需求
- 人力资源业务伙伴的使命——提升员工敬业度，促进业绩增长
- 建立HR个人品牌，增强对企业高层的影响力

学员收获

- 了解当今HR在企业中的状况和业务发展对HR的期望
- 明确HR应当扮演的角色、承担的职责和应当具备的胜任力
- 理解成为战略型业务伙伴和人力资源战略顾问应当做些什么
- 学习如何建立HR个人品牌并影响企业高层
- 评估您作为人力资源业务伙伴的能力

学员对象

此研讨会的对象为在企业内部正在或将要负责领导HR团队转型和提升HR在企业中的价值，或者被要求在将来担当更多战略职责的人力资源专业人士。

研讨会信息

时间地点:

北京

2014年4月11日

上海

2014年5月21日

2014年9月18日

广州

2014年8月1日

费用:

RMB 7,800 (未含6%增值税)

联络

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BECOMING AN EFFECTIVE HR BUSINESS PARTNER

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

This one-day workshop helps participants to understand the new demands and roles of the HR professional, and explores how to position oneself as a true business partner. Case studies, group sharing and facilitated discussions help highlight issues and address them effectively.

TOPICS COVERED

- The dynamic working environment of HR business partners (HRBP).
 - Understand your competition market.
 - Understand your business.
 - Understand your business partners.
- Facilitating HR transformation.
- The roles and responsibilities of the HRBP.
 - Self-assessment of HR as a business partner.
- HR functions value proposition.
- Key competencies for HRBP.
- The mission of HRBP — enhance employees' engagement for performance increment.
- Building credibility as an HRBP and discussing ways to influence senior management.

BENEFITS TO PARTICIPANTS

- Increase awareness of the expectations and demands on today's HR professionals and the function as a whole.
- Identify the key roles and responsibilities of HR in the future, and the necessary skills and competencies for success.
- Understand what it takes to be a strategic business partner and human capital strategy adviser.
- Learn how to build your own personal brand and influence senior management.
- Assess your own capabilities as an HR business partner.

TARGET PARTICIPANTS

HR professionals who lead the HR department within their organization, or who, in their functional HR roles, will take on a more strategic role in the future that requires a different way of thinking about the business

PROGRAM DETAILS

Dates:
Beijing
April 11, 2014

Shanghai
May 21, 2014
September 18, 2014

Guangzhou
August 1, 2014

Fees:
RMB 7,800 (6% VAT excluded)

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