

# Increasing the Value of HR-Business Partnerships

Charlotte-area workshop

December 6, 2018



## Techniques and tools small-group, one-day workshop for HR and Talent Development Professionals

Being a strategic partner for a line of business can be challenging, especially when executives think of you more as a commodity rather than a partner. Much of your challenge involves knowing how to communicate effectively with the lines of business and finding ways for you to uniquely contribute towards achieving their business and performance goals.

Great news! You can use evidence-based, systemic techniques to provide value-added insight about achieving business and performance needs. Doing this shifts your relationship from a commodity to a partnership. This workshop helps you master two powerful methods for building partnerships: Reactive/Reframing and Proactive Techniques.

## HR Leadership Curators

Offering HR Professionals Value-Added Knowledge

“ This is the first time a HRBP has asked about my business and strategy. I find that invigorating, and I welcome more discussions. ”

### Learning Objectives

- Explain to business partners how HR and talent development professionals add value to the line of business
- Analyze and diagnose the business needs
- Apply the reactive/reframing technique to shift from transactional requests to strategic discussions
- Apply the proactive technique to lead a strategic discussion
- Create a relationship-building plan



### About the Facilitator

Gary A. DePaul, PhD, CPT, is a certified performance technologist with more than 20 years of academic and corporate HR experience. He has worked at Lowe's Home Improvement, Ceridian, Fidelity Information Services, Johnson Controls, and Arthur Andersen.

Dr. DePaul authored *Nine Practices of 21st Century Leadership* and *The Most Effective and Responsible Clinical Training Techniques in Medicine*. He also has several articles and blogs about HR and leadership topics.

He is the owner of Gary DePaul Leadership Consulting and HR Leadership Curators.

### Registration

Tickets are \$325 plus local tax / \$300 plus tax for SHRM members and attendees with SHRM or HRCI certification

<https://www.hrleadershipcurators.com>

(Direct: <https://www.hrleadershipcurators.com/events/increasing-the-value-of-hr-business-partnerships-12-6-18>)



This activity has been approved for 6.0 (business) recertification credit hours toward aPHR™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through the HR Certification Institute.

The use of this seal confirms that this activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.

This program is valid for 6.0 PDCs toward SHRM-CP and SHRM-SCP recertification.

**Workshop Location:**

Hilton Garden Inn Charlotte North  
9315 Statesville Rd, Charlotte, NC 28269, USA

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
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## Agenda: One-day workshop

Start	End	Topic	Details
8:30	9:00	Networking, registration	
9:00	10:00	HR/talent development professionals opportunity to add value	HR-Business Partnership vs. commodity relationships HR/talent development barriers for building partnership activity Evaluating your partnerships activity Business and executive mindset: strengths and blindspots Human Resource Iceberg Model
10:00	10:15	Techniques for analyzing and diagnosing the business	Distinguishing business/performance/workplace needs and activity
10:15	10:30	Break	
10:30	11:45	Techniques for analyzing and diagnosing the business (continued)	Business and Performance Should-Is Matrix and activity Workplace Influencers/Barriers Matrix and activity Symptoms vs. causes activity HR Analysis-Diagnostic Model and activity
11:45	12:45	Lunch	
12:45	1:45	The Reactive/Reframing Technique	Shifting from solution-focus to problem-focus technique Pushback vs. agreement-plus techniques Open/closed questioning Should/is/cause questions
1:45	2:15	Reactive/Reframing Technique group practice	
2:15	2:30	Break	
2:30	3:00	The Proactive Technique	Gaining access to the business Preparation for a proactive discussion Proactive steps and questions
3:00	3:30	Proactive Technique group practice	
3:30	4:00	Relationship-building plan exercise	
4:00	4:30	Closing	Summation of key concepts discussion Questions and answers Recommended additional techniques and resources
4:30	4:35	Evaluation	

 Longer group activity

 Presentations, discussions, and short exercises

 Non-credit events



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