

Essential skills for HR business partnering

HR Business Partnering is a widely accepted approach in today's organisations. HR Business Partners must focus intently on the organisational goals of delivering value, driving change, and stakeholder satisfaction. Here are ten essential skills they need to be effective.

1 BUSINESS ACUMEN

Is able to understand the impact of the latest economic and financial news on their organisation

6 AGILITY

able to spot opportunities and act to implement change quickly

2 LISTENING

can be truly present and listen attentively to what is said, what is not said, and how it is said by others

7 DATA ANALYTICS

can make sense of the rapidly increasing amounts of data being generated by individuals and organisations

3 QUESTIONING

is skillful at selecting questions that can broaden or narrow, deepen or lighten a conversation

8 GLOBALISATION

able to facilitate work across globally diverse, virtual, cross-organisational teams

4 POLITICS

can navigate the ever present hidden agendas, shifting allegiances, and competition for resources that exist in all organisations

9 OD MINDSET

is able to think systemically and holistically about relationships and groups as well as the individual, and about culture as well as capabilities

5 WELLBEING

can focus on building physical and psychological wellbeing for self and others

10 STRATEGIC THINKING

can allocate regular time and space to apply a long-term big-picture lens to priorities and planning



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