Developing a Strategic HRBP Mindset

Duration: 1 day
Audience: Professionnel RH

Who is this training for?

HR professionals

Training objectives

- Understand and recognize organizational dynamics to identify their role and strategic leadership opportunities.
- Explain their current HR posture and formulate a future posture aligned with strategic and ethical principles.
- Identify and mobilize their levers of influence, emotional intelligence and communication to increase their impact.
- Apply persuasion techniques and implement negotiation strategies adapted to complex contexts.
- Resolve sensitive situations with assertiveness and diplomacy by mobilizing relational and emotional skills.
- Build a personal and transferable action plan to strengthen their credibility and influence in the organization.

Summary

In an ever-changing professional context, human resources (HR) professionals and partners are called upon to go beyond their traditional role of operational management to become strategic and influential players. Organizations rely on these people to support transformation, influence decisions and embody a high value-added posture. This workshop allows PARHs to strengthen their relational, emotional and strategic skills. Through interactive activities, role-playing and peer-to-peer exchanges, they will refine their posture, develop their impact and actively contribute to sustainable and human organizational performance.

Course outline

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Understanding and mastering organizational dynamics

- Decipher the current challenges of the HR profession.
- Analyze the roles, powers, and levers of action in your organization.
- Affirm your HR posture and become a strategic partner.

Communicate with impact and emotional intelligence

- Discover the rules of effective communication.
- Practice the 6 active listening gestures (Otto Scharmer model).
- Explore the 4 dimensions of emotional intelligence (Daniel Goleman).
- Create trusting relationships and positively influence.

Strengthen your power of influence

- Distinguish between influence and hierarchical authority.
- Identify your personal levers: credibility, visibility, and power.
- Learn the 5 approaches to influence and their HR application.
- Become a key player in strategic decisions.

Mastering Persuasion and Negotiation

- Integrate the pillars of persuasion (Ethos, Pathos, Logos).
- Apply Cialdini's principles to convince ethically.
- Practice negotiation techniques in real-life cases.
- Get buy-in and create win-win solutions.

Manage sensitive situations with assertiveness

- Assert your HR posture in complex contexts.
- Build a concrete and transferable action plan.
- Engage in cross-feedback to strengthen your impact.
- To get out of areas of tension with confidence and leadership.

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Approach and methodology

1. Learning about yourself and the content

2. Learning together

The workshop is very interactive, allowing participants to :

- Increase their level of engagement.
- Share and learn from the experiences of other participants.
- Use concrete examples from the workplace to reinforce learning.

3. Learning in Action

Experiential activities foster the awareness that is essential for lasting change, enabling the emergence of concrete and applicable knowledge. At the end of the workshop, participants make a commitment to themselves, their team, and their manager. This commitment consists of integrating the principles learned into their daily routine, thus ensuring the transfer and optimal application of knowledge.

Recommendations

Be in influence and relationship mode Work on listening, communication and persuasion Accept discomfort and active exepirment

Accreditations

The activity is recognized by the **CHRP**.

Pre-approval number : **6286**

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