# Business Partnering Training

Duration: **2 Day**

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## Overview

Moving from a functional role into a strategic business partnering position involves much more than a change in job title. It requires a different mindset, a broader organisational perspective, and a more deliberate approach to building relationships and influencing outcomes.

**Business Partnering** is a two-day immersive programme designed to help participants build trusted relationships, strengthen collaboration, and create sustainable value across their organisation.

The course focuses on stakeholder engagement, empathy-led communication, influence, decision-making, change management, and the long-term maintenance of effective partnerships. Participants learn how to work through organisational complexity, reduce silos between teams, and develop stronger alignment around shared objectives.

Whether you are moving into a business partnering role for the first time or looking to strengthen an existing approach, this programme provides practical tools and strategic insight to help you create higher-impact partnerships across your organisation.

## Prerequisites

There are no formal prerequisites for attending this course.

However, participants are likely to gain additional value if they have previously completed a psychometric assessment or already have a clear understanding of their personal strengths and development areas.

Where available, participants are encouraged to bring any relevant behavioural, personality, or strengths-based assessment results to the workshop. These can help make the learning experience more personally relevant.

## Who Should Attend

This course is particularly suitable for:

- Professionals who work with internal or external stakeholders to achieve organisational objectives
- People Partners, HR Business Partners, and professionals in similar partnering roles
- Cross-functional leaders and project leads
- Professionals who want to improve collaboration, influence, and relationship management skills
- Individuals who need to influence others without relying on formal authority

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## What You Will Learn

By the end of the course, participants will be able to:

- Explain the principles of business partnering and its role in improving collaboration and organisational performance
- Identify important stakeholders and create strategies for building trust and engagement
- Strengthen credibility and influence through effective relationship management and personal branding
- Use empathy-led communication to better understand and respond to stakeholder needs
- Apply structured problem-solving and decision-making approaches to business challenges
- Support stakeholders through change and manage resistance more effectively
- Maintain strong partnerships through accountability, resilience, and shared resources
- Define success measures and communicate outcomes using data-driven insight
- Develop appropriate exit strategies when partnerships change or come to an end
- Create legacy plans that preserve relationships, capture learning, and support future growth

## Outline

### Module 1 – Day 1

### Exploring Business Partnering

This section introduces the mindset, role, and responsibilities of an effective strategic business partner.

Topics include:

- The strategic business partnering mindset
- Moving from functional contribution to strategic partnership
- Aligning activity with organisational goals
- Building collaboration around shared outcomes
- Creating value through the partnering role

### Stakeholder Engagement

This section focuses on identifying the right stakeholders and establishing effective engagement strategies.

Topics include:

- Identifying key stakeholders
- Stakeholder mapping
- Understanding stakeholder expectations and priorities
- Building engagement
- Establishing trust
- Developing appropriate approaches for different stakeholder groups

### Building Relationships and Influence

Participants explore how credibility and influence can be developed across teams and stakeholder

groups.

Topics include:

- Building professional credibility
- Relationship management
- Developing empathy
- Personal branding
- Influencing without formal authority
- Working effectively with different teams and personalities

### Empathy-Driven Communication

This section focuses on adapting communication to better reflect stakeholder needs.

Topics include:

- Understanding stakeholder perspectives
- Active listening
- Applying empathy
- Adapting communication styles
- Increasing collaboration and buy-in
- Creating shared understanding

### Action Planning and Review

At the end of Day 1, participants reflect on their learning and begin identifying how the techniques can be applied in their own professional environment.

Activities include:

- Reviewing key learning points
- Identifying personal development opportunities
- Creating initial actions for immediate workplace application

## Module 2 – Day 2

### Recap and Review

Day 2 begins with a structured review of the key concepts covered during the first day.

The purpose is to:

- Reinforce important learning points
- Maintain continuity between the two days
- Build a shared understanding across the group

### Driving Solutions: Decisions and Change

This section focuses on producing practical solutions in complex organisational situations.

Topics include:

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- Problem-solving approaches
- Decision-making frameworks
- Change management techniques
- Preparing stakeholders for change
- Managing resistance
- Aligning different perspectives around common objectives
- Developing actionable solutions

### Managing and Sustaining Partnerships

Participants explore how to maintain productive partnerships over time.

Topics include:

- Building accountability
- Maintaining focus on shared objectives
- Recognising challenges early
- Addressing relationship issues
- Developing resilience
- Sharing resources and responsibilities
- Sustaining long-term collaboration

### Measuring and Sharing Success

This section examines how business partnering outcomes can be measured and communicated.

Topics include:

- Defining measures of success
- Setting progress indicators
- Tracking outcomes
- Developing data-driven insight
- Communicating results to stakeholders
- Using storytelling to bring data to life

### Closing the Partnership Loop

This section considers how partnerships should be concluded or transitioned when circumstances change.

Topics include:

- Developing exit strategies
- Creating legacy plans
- Preserving positive relationships
- Capturing lessons learned
- Transferring knowledge and experience
- Supporting future collaboration

### Final Action Planning and Review

At the end of the programme, participants create a personal business partnering impact plan for use in their professional environment.

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This includes:

- Setting priority goals
- Identifying development areas
- Defining next steps
- Planning how business partnering behaviours and tools will be applied in day-to-day work