

Human Resources Business Partner (HRBP) **SPECIALIZED STUDIES**



Program Overview



Today's human resources professionals are increasingly required to fulfill more advanced functions within their organizations. In order to be effective leaders, it is critical for them to understand the connection between HR strategies and overall business outcomes. A focused, particular skillset can assist HR leaders in guiding the best interests of the company while managing their own department.

The fully online HR Business Partner Specialized Studies can help accomplished professionals like you increase your presence as an effective business partner and amplify the overall role of human resources within your organization.

PROGRAM BENEFITS

- Identify or create the link between strategic HR management and departmental business goals
- Examine strategies to drive departmental success through human capital development and planning
- Effectively partner with departmental leadership and collaborate with non-HR entities for improved organizational efficiency
- Drive results-oriented culture change leading to successful outcomes
- Implement effective organizational design, where applicable, for employee performance and department success
- Heighten the role of human resources in strategic organizational leadership, as per personnel models and strategic goals

WHO SHOULD ATTEND

HR department directors and managers; HR employee supervisors; senior staffing specialists and recruiters; office managers; HR generalists seeking a move into a senior role.

SPECIALIZED STUDIES AWARD REQUIREMENTS

A Specialized Studies certificate is awarded upon successful completion of seven required courses totaling 8.5 units. Students must earn a letter grade of "C" or better in each course in order to be eligible for the Specialized Studies. Upon completion of requirements, submit a Request for Specialized Studies with a non-refundable fee of \$35.

Students not pursuing a specialized studies award are welcome to take as many individual courses as they wish.

ON-SITE TRAINING

Bring this program to your workplace. Through Corporate Training, we can deliver this program or customize one that fits your company's specific needs. Visit ce.uci.edu/corporate or call (949) 824-1847 for information.

FREE WEBINARS

Free webinars are offered several times a year and are packed with information about the HRBP program, courses being offered in upcoming quarters, and HR industry tips and trends. Visit ce.uci.edu/events to view the webinar schedule, enroll in an upcoming free event or view previous webinar recordings.

**FOR CLASS SCHEDULE,
VISIT CE.UCI.EDU/HRBP**

Required Courses



Linking HR Strategy to Business Success

MGMT X454.11 (1.5 units)

The successful HR professional is accepted by management as a partner who positively contributes to the business' success. This partnership role is dependent on the HR Business Partner's (HRBP) understanding of both the business and the linkage of human resources to business results. This course will develop the HRBP's skills to enable them to demonstrate their knowledge of basic business concepts and how the design of effective human resource programs and program management support the organization's goals. Through case studies and practical experience, students will develop skills that can be readily transferred to their work environment.

Organizational Design & Development

MGMT X454.21 (1 unit)

Organizations must continue to evolve to remain competitive in today's environment. Regardless of purpose or mission, every organization will experience and need to initiate or respond to change. Several factors can impact an organization's success including culture, organizational structure, people, and how change is managed. Gaining further insight to these elements is needed to both plan for long-term success and execute on objectives successfully. By the end of this course, students will be able to leverage their new knowledge of how culture impacts the success of an organization, as well as develop strategies and plans related to culture, organizational structure and navigating change.

Learning and Development

MGMT X454.12 (1 unit)

Acquire the information and experience needed by HR Business Partners (HRBP) to identify an organization's learning and development (L&D) needs and master the processes necessary to develop, implement and evaluate effective L&D programs. Participants will gain an understanding of the HRBP's role and opportunities to support the learning needs of the teams they support, as well as the practical, hands-on knowledge needed to implement a successful program from strategy development to content curation and development.

Building a Talent Pipeline From Within

MGMT X454.17 (1 unit)

Succession planning is a vital part of assuring organizational continuity and growth, while also serving as a mechanism to support employee development and advancement. This course explores the methodologies and applications through which high-performers are

coached to consider the vitality of their roles, understand the influence of their decisions and recognize the ways their future employees will best respond to their leadership. Topics include reducing turnover, modern succession planning tactics, mentorship structures and the necessity and benefit of constant learning.

HR Coaching and Consulting

MGMT X454.13 (1 unit)

An HR Business Partner (HRBP) helps organizations meet their goals and better compete by delivering important subject matter expertise. This course focuses on key ways HRBPs deliver expertise through consulting, coaching, influencing, and facilitating leader and team efforts to develop novel solutions and achieve targeted results. This course provides perspective on the essential collaborative role HRBPs perform with organizations and focuses on processes HRBPs can use to improve partnering results.

HR Metrics and Analytics

MGMT X454.16 (1.5 units)

With advances in technology and cloud computing there are numerous data sources that are available to guide decisions and help to ensure organizational success, but harvesting them takes a strong analytics capability. Cutting edge and successful HR teams know that the function has to become a "decision science" – identifying and accessing data to deliver organizational insights, and ensuring metrics and measures are used effectively to achieve strategic goals. This course focuses on identifying data sources that can reveal new information, developing meaningful metrics, designing long-term measures, and applying results in support of organizational strategy and tactics.

Coaching for Your Professional Development

MGMT X454.81 (1.5 units)

This course reinforces student application of concepts learned and serves as a capstone to the HR Business Partner Specialized Studies Program. The coursework will enhance the students' understanding of how the development plan factors into their professional growth as an HRBP. Through group work aimed at professional development planning, as well as one-on-one coaching sessions, students will determine the most effective path toward job and competency mastery. The course coach will help each student implement the development processes put in place and sketch out subsequent steps to be taken in order to ensure mastery of skills and progress toward long term success.



“Leadership is being redefined. The hierarchical control and command structures of the past may look archaic and ineffective in managing a global workforce...HR will have to play the change agent in identifying and developing effective next generation of leaders.”

—SOURCE: **Future Insights: Top Trends for 2014,**
Society for Human Resource Management

ADVISORY COMMITTEE

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