

Strategic Business Partner Aligning People Strategies With Business Goals

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There is no more critical role for today's human resource professionals than that of Strategic Business partner (SBP). SBPs demonstrate competence in many ways - through their questioning of clients, their knowledge of the business, and their ability to translate business needs into performance requirements and people initiatives.

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We describe Strategic Business Partners (SBPs) as people who work with management to define, align, and implement people initiatives to benefit the business. When the partnership is optimized, SBPs contribute to formation of business strategies and plans at the enterprise level.

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Many organisations use business partnering as their key HR operating model. Business partners are aligned to and work closely with business leaders to enhance workforce performance, foster and nurture strategic people enablers such as talent, leadership, learning and culture, as well as develop people solutions, to achieve the organisation's objectives.

Business Partnering | Factsheets | CIPD

Dana Gaines and James C. Robinson's **STRATEGIC BUSINESS PARTNER: ALIGNING PEOPLE STRATEGIES WITH BUSINESS GOALS** is the first book to consider the human resource professional's importance in the business partner role.

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It produced a succinct people plan for the business that was directly linked to business objectives, and had people marching in step. 1. First, the strategic game plan of the organization must contain a specific people plan with "people objectives" that define what talent is required to effectively execute the game plan.

How To Align Your People Plan With Business Objectives

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- Partnering with clients to develop business strategies and plans.
- Translating business strategies and goals into human performance requirements.
- Helping to identify all the solutions required to enhance performance of people and to positively impact upon the business.
- Supporting the execution of business plans once they are designed.

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The success of these projects deepens the SBPs' credibility, enabling them to be viewed as strategic partners. At this higher level of accountability, SBPs work with business leaders to form long-range business strategies and plans, creating and implementing people initiatives that link into and support the business strategies and plans.

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Strategic Business Partner: Aligning People Strategies with Business Goals. Dana Gaines Robinson, James C. Robinson. There is no more critical role for today's human resource professionals than that of Strategic Business partner (SBP). SBPs demonstrate competence in many ways - through their questioning of clients, their knowledge of the business, and their ability to translate business needs into performance requirements and people initiatives.

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