

# HR BUSINESS PARTNER

*RESOURCE  
LIBRARY*

**AIHR** | ACADEMY TO  
INNOVATE HR



# Introduction

**As organizations navigate AI transformation, hybrid collaboration, and the shift to skills-based operating models, HR Business Partners are becoming the architects of future-ready organizations.**

Whether you are a new HRBP or a seasoned Business Partner, today's unprecedented business reality is not easy to navigate. That's why we have curated this selection of resources that can help you better understand the challenges organizations are facing, and how you can help them turn obstacles into opportunities.

From in-depth reports on HR's status quo to clear instructions on how to drive performance with HR analytics, this resource library is designed to be the perfect starting point on your journey towards becoming a more impactful and successful HR Business Partner.



# 5 aspects of a great HRBP

We have divided the resources in this collection into five chapters, each one exploring a topic that is essential for future-ready and impactful business partners.

**1**

## **The strategic role of the HRBP**

In order to make a strategic impact, you need to understand the changing role of HR, and where you fit in as an HR Business Partner.

[Page 4](#)**2**

## **Strategic measurement & analytics in HR**

From staying on track with KPIs to determining optimum staffing levels, learn how data can make HR professionals more effective.

[Page 9](#)**3**

## **Communication skills**

Take your communication skills to the next level and learn how to cement your reputation as a trusted consultant and advisor.

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## **Employee experience**

Create the perfect environment for improved performance on both an organizational and individual level.

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## **Future of work**

Ensure you have the skills and knowledge to thrive in a rapidly changing business landscape, now and in the future.

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# 01

## The strategic role of the HRBP

While many organizations still see HR as a primarily administrative function, your success as an HR Business Partner depends on your ability to make a strategic impact. What does this mean for you as a professional?



# The strategic role of the HRBP

1

## HR Business Partner: All You Need To Know About the Role

The HRBP role has moved far beyond traditional HR support. It's become a strategic function and tied to business outcomes. Explore how to maximize your strategic contribution in this blog.

2

## Critical Role of HR Business Partnering in HR Operating Models

The HRBP plays a vital role in connecting business strategy with HR practice. This article outlines a number of ways HR can reduce operational burdens and enhance strategic impact within modern HR operating models.

3

## The Must-Ask Questions That Turn HRBPs Into Strategic Business Partners

Success as a strategic HR business partner needs more than theoretical knowledge. HR professionals must ask the right questions at the right time. Explore how in this blog.

# The strategic role of the HRBP

4

## HRBP 2.0: Connecting Humanity With Business

A good HRBP is someone who can connect the human side of their job and align it with the business priorities. Discover how.

5

## What's in, What's Out For HR Business Partners?

In order to create impact, we still have a long way to go. The skills of the HR business partner need to be reviewed. This article provides a vision for what's next in the HRBP role and what tasks will disappear in the future.

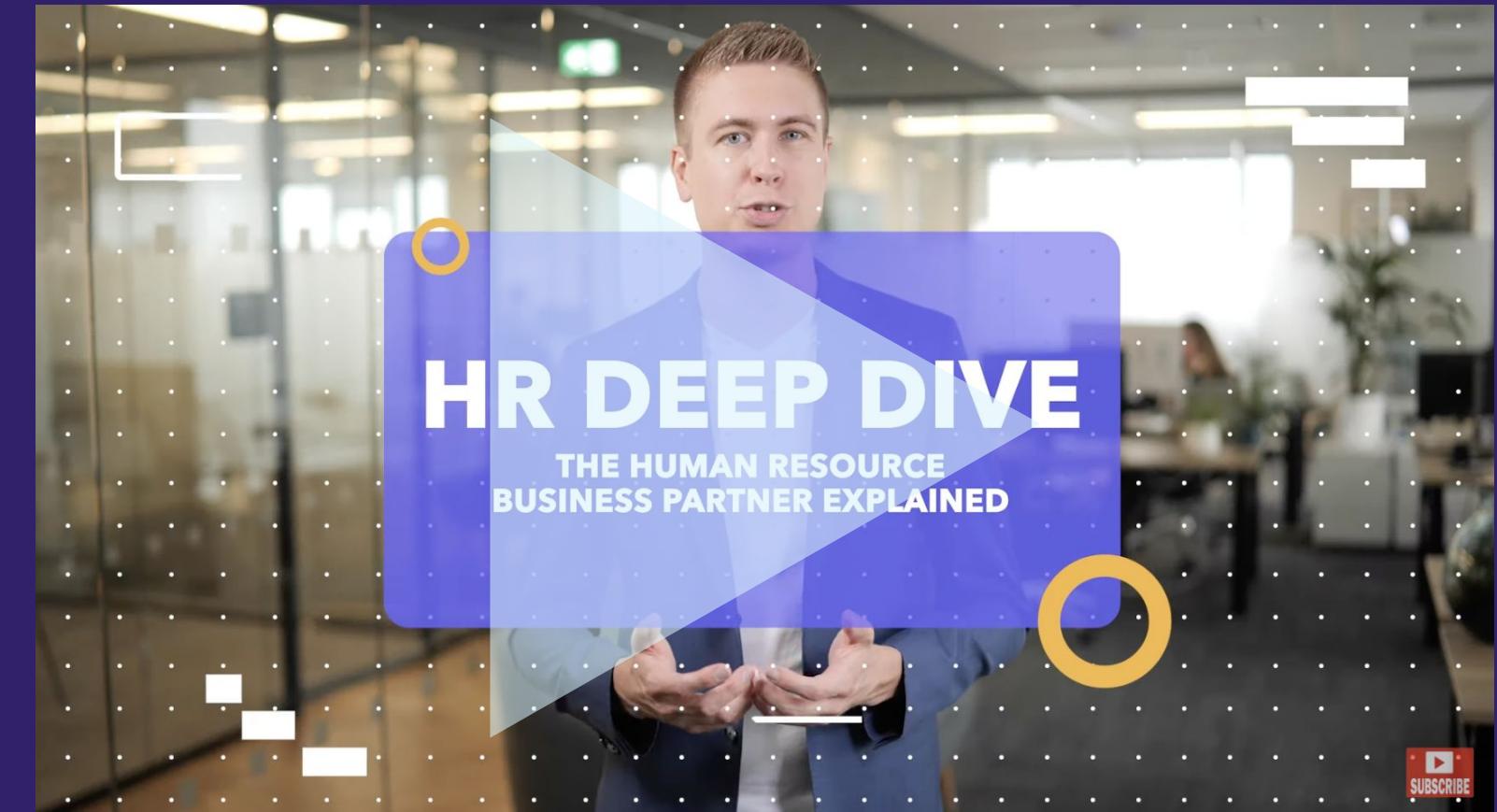
# The strategic role of the HRBP

6

## The Right Strategy? Examining the Business Partner Model's Functionality for Resolving Human Resource Management Tensions and Discussing Alternative Directions

The way most organizations have designed their HR operating model does not work. This article explains why the three-legged stool is an insufficient solution for HR's challenges and proposes a new way that will enable (HR) organizations to perform better.

## The HRBP Explained



Learn about the history of the HRBP role, the three main roles HR Business Partners play, and the four essential BP competencies in this 12-minute video.

[Watch Now](#)

# The strategic role of the HRBP

7

## HRBP Soft Skills: How To Successfully Influence Stakeholders

The ability to influence empowers HRBPs to align HR strategies with business goals. Discover how you can develop influence skills to build your credibility with the organization.

8

## From HR Expert to Strategic Partner: Why the HRBP Role is Having Its Biggest Transformation Yet

We're witnessing an HRBP shift from being the go-to HR expert to becoming a strategic business partner who has deep people expertise. Explore what's driving this change and what HRBPs need to master.

02

## HR analytics & strategic measurement

**The key to better business decisions is letting go of gut feeling and embracing a data-driven approach. In this section, we list a number of introductory articles on analytics and some deep-dives into strategic HR goal setting through metrics.**



# HR analytics & strategic measurement

1

## What Is HR Analytics?

A quick primer on why People Analytics is a crucial part of every HRBP's toolkit, especially as we face a world of work shaped by changing employee expectations and digital disruptions.

2

## The Language of Business Is Numbers. Can You Speak It

HRBPs must speak in numbers to be heard. In order to fully participate in strategic conversations, HR needs to think and act like business people.

3

## The Balanced Scorecard – Measures That Drive Performance

This article explains more about this set of measures that gives top managers a fast but comprehensive view of the business.

4

## Case Study: How We Determined Optimal Staffing Levels

A detailed look at using data to avoid unnecessary staffing costs.

# Videos: introduction to HR analytics

## What Is HR Analytics?



Tackle the basics of HR analytics in this 20-minute introductory video. You will take a look at 3 case studies, find out how analytics can help HR professionals make better decisions, and learn about the ROI of analytics.

[Watch Now](#)

## Get Value in 1 Week



Find out how to start adding value with HR analytics in just one week. This short and to-the-point video explains how you can start making a difference with HR analytics in 5 steps.

[Watch Now](#)

# HR analytics & strategic measurement

5

## The Rise (and Fall) of HR Analytics: a Study into the Future Applications, Value, Structure, and System Support

Look beyond the status quo of data-driven HR with this academic paper which asks: What will HR analytics look like in 2025?

6

## Reducing Workplace Accidents Using People Analytics

Another case study, this time using data to identify risk factors for accidents — and evaluating the impact of certifications.

7

## Case Study: Key Drivers of Retail Sales Performance

See how consultants identified (non-)controllable factors influencing performance of retail outlets.

8

## What Is an HR Dashboard & HR Report? Examples, Visuals and a How-To

This comprehensive blog explains why and how you create HR dashboards, and offers a list of metrics to include and examples of different kinds of HR dashboards.

# HR analytics & strategic measurement

9

## Human Resources KPIs: An In-Depth Explanation With Metrics & Examples

Not all metrics are KPIs. This blog explains the difference, provides a list of example KPIs, and explores a real-life business case on creating an HR KPI scorecard.

11

## How To Use AI in HR Analytics: Your Go-To Guide

If you're not using AI in your HRBP work, you could be missing out on big opportunities. Learn how to use AI in HR analytics and get inspired to shape your own approach.

10

## Why You Need Both HR Reporting and Analytics

HR reporting and analytics are intertwined. Both are necessary for workforce management, people analytics projects, and HR processes. Find out why.

# 03

## Communication skills

**Successful business partners use their excellent communication skills to act as a trusted consultant and advisor. In this chapter, we have gathered key resources that will help you take your communication skills to the next level.**



# Communication skills

**1**

## 6 Ways to Look More Confident During a Presentation

This article outlines the indicators of persuasive, positive body language used by successful business leaders.

**2**

## A Checklist for More Persuasive Presentations

Asking these six questions can help you make more impact within your organization.

**3**

## Create a Conversation, Not a Presentation

Read this article to discover five ways to make your presentations more effective and avoid interpersonal and organizational mistakes.

**4**

## How to Tell a Great Story

Storytelling is an essential skill for business partners. This article explains how to tell a compelling story in a business context.

# Communication skills

5

## How to Build and Maintain a Professional Network

Learn how to expand your professional network, maintain it, and use it effectively.

6

## How to Network the Right Way: Eight Tips

Make your networking efforts more successful and more enjoyable with these pointers.



Master networking, presenting  
and storytelling

[Learn more](#)

# 04

## Employee experience

**By delivering an exceptional employee experience, HR professionals can create the perfect environment for improved performance on both an organizational and individual level. These resources explain how you can make this happen.**



# Employee experience

1

## A Complete Guide to the Employee Experience

Master the basics of EX in this blog.

2

## The Financial Impact of a Positive Employee Experience

A good EX benefits both the employees and the business. This report analyzes the relationship between employee experience and an organization's financial outcomes.

3

## Design Thinking for HR: Crafting Employee-Centric Services

Stop designing HR services for HR's convenience. Use design thinking to design them for the right people – your employees.

4

## Measuring the Customer Experience of HR (Why and How)

It's clear that EX is important – but how do you measure it to ensure your organization is on the right track?

# Videos: HR leaders on employee experience

## Future-Ready EX



In this interview, the Global VP of Employee Experience, Analytics & Digital HR at AstraZeneca explains how to build a future-ready employee experience in the face of massive disruption.

[Watch Now](#)

## EX and Remote Work



How do remote work and asynchronous communication affect the employee experience? And why should you treat EX like a subscription product? Tune in to this in-depth interview to find out.

[Watch Now](#)

# Employee experience

**5**

## An Employee Experience Maturity Model To Empower EX Excellence

An EX Maturity Model provides a roadmap to build and improve employee experience, indicating where you are now and how to move forward. Check out this example.

**6**

## The 5 Employee Experience Trends Redefining Work

Explore the core EX metrics across the world to understand work — what's shaping it, what's redefining it, and what's staying the same — and get expert advice on how to act.

## 05

## Future of work

We have all seen how crucial it is for professionals (and organizations) to be able to rapidly respond to change. In this final chapter, we have gathered resources that can help you thrive in a rapidly changing business landscape, now and in the future.



# Future of work

1

## 11 HR Trends: Shaping What's Next

Explore 11 trends that will shape the future of the HR function and practical steps to position yourself as a leader in this new era of work.

2

## The Future of HR: From Flux to Flow

The labor market is experiencing acute shortages of key skills. Meanwhile, boards want more from HR: a connected, digitally enabled and analytics-led function. Explore the six critical priorities if you want to stay future-proof.

3

## HR Business Partner Skills of the Future: How Organizations Should Develop Their HRBPs

Discover the changing skill requirements for HRBPs as we navigate the complexities of Gen AI, fluctuating labor market, and skill shortages.

4

## AI and the Future of Work

With rapidly developing technology trends, this report offers a roadmap to refine workforce strategies, future-proof organizational operations, and proactively attract and retain top talent.

# Future of work

5

## Getting Practical About the Future of Work

This report explains how companies can turn the challenges posed by AI and automation into an opportunity rather than a threat.



The HR Dialogues #14: Alexis Crimaldi

## **HR BUSINESS PARTNERING** *Towards the Next Chapter*

Find out how to become the right hand of your leadership team with effective HR business partnering in this in-depth, 38-minute video.

**Watch Now**

# HR Business Partner 2.0 Certificate Program

## Become a data-driven and impactful HR business partner

The HR Business Partner 2.0 Certification Program helps you acquire the knowledge and skills needed to become a truly strategic partner to the business and take your rightful seat at the table.

[Learn more](#)

- ◆ Online, self-paced learning
- ◆ Personal coach
- ◆ Exclusive community access
- ◆ Digital certificate upon completion
- ◆ Eligible for **HRCI & SHRM** credits



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Any HR professional who is committed to lifelong learning can expand their skill set with relevant and in-demand skills. AIHR is the place to learn the skills you need to advance your career and secure a job at the forefront of HR.

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