



HUMAN RESOURCES BUSINESS PARTNER

*Champion Online Certification
Program*



TRAINERS



Md. Musharrof Hossain, Bangladesh

Mr. Hossain has been working as a senior Human Resources (HR) professional for more than 30 years with different international organizations both in Bangladesh and overseas. He is a Global HR Guru and Thought Leader.

Mr. Hossain is the Founder President of the Federation of Bangladesh Human Resource Organizations (FBHRO) and is the Past President of BSHRM and the Asia Pacific Federation of Human Resources Management. He also served as the board member of the World Federation of People Management Association from 2014 to 2019. Mr. Hossain is the Adjunct Professor in MBA program of a few leading universities in Bangladesh and regularly participates in “Talk Show” on emerging HR-related issues in different television channels in Bangladesh.

Mr. Hossain earned his Master’s degree in Continuing Education major in HR Leadership and Organizational Development from the University of Calgary, Canada and is a PhD Scholar in Management with the Ajeenkya DY Patil University, India.



Ms. Rita Tsui, Hong Kong

Ms. Tsui is the founder of AsiaHRM, a professional community for Human Resources practitioners to help stay ahead of the curve, keep abreast of the latest HR information, trends, and best practices.

Ms. Tsui has been the host of different sharing sessions organized by AsiaHRM and a guest speaker in different sharing sessions organized by universities and other human resources associations in Asia. She has been a Regional Human Resources Leader for over 20 years, working for several multinational companies in Hong Kong and Singapore.

During her corporate life, she has achieved business successes by exceeding the company expectations in talent acquisition, company merger and acquisition, talent development, staff learning and development, as well as employee relations. She has a strong passion for training with focuses on leadership and personal development and has been conducting training for executive teams in Hong Kong, China, Singapore, Vietnam, and Myanmar.

Ms. Tsui is a certified coach and trainer of the John Maxwell Team in the States. She has obtained a bachelor’s degree in human resources from University of Huddersfield, UK, and a master’s degree in business administration from Southeastern University, US.

TRAINERS



Jaker S Abdulla, Bangladesh

Jaker S Abdulla has been working in HR Field for more than 11 years and has developed expertise with recruitment strategy, organizational development, HR analytics, performance management, statutory compliance & financial acumen as an HR personnel. He is a professional trainer and expert in facilitating retail training and Leadership Development Program on the topic of Efficient Team Management, Stress Management & Leadership Sessions. He is a IRCA certified ISO 9001:2015 QMS Lead Auditor and observed & conducted quality audit for several conglomerate of Bangladesh.

Jaker is currently the Head of HR for Miniso Lifestyle Pvt. Ltd. Bangladesh. Miniso is currently the fastest growing global lifestyle brand of the world. He has also worked with several other retail & FMCG brand in Bangladesh and was financial consultant for several business organization. He obtained his Master of Social Science in International Human Resource Management from University of East Anglia, Norwich, UK after his MBA, BBA from Asian University of Bangladesh.

Jaker grew himself as a musician, singer, keen guitarist and composer.



Abhinandan Mookherjee, Singapore

Abhinandan has 15+ years of career in various global roles in technology & transformation CoE, HR operations and HR shared services. The experience has enabled him to learn and develop deep understanding of HR Information Systems in the landscape of HR applications. His key areas of experience involved driving innovation through sustainable self-service designs, data centric operations, process optimization, project / program management, transition of work program, intuitive reporting, reconciliation and audits, operations management, stakeholder management, quality assurance/control, and successful team management.

He is the co-founder of WEnPower HR Pte Ltd, an HR consultancy firm based in Singapore providing HR advisory services, HR consultancy, career support, talent management, HR transformation, professional advice, coaching, and HR solutions. He has worked with World Bank Group as HR Specialist, leading & administering innovation & automation, program management, data analysis & policy review, capability building, performance management and so on.

Abhinandan holds a Master's degree in HR management from University of Calcutta.

TRAINERS



Andhyka Soemarsono, MBA, STMP, CSM, Indonesia

Experienced in Talent Management, Employee Engagement, Reward Management and Organization Development for more than 11 years, Andhyka has served as the **Head of Organization Development and Talent at Sun Life Indonesia** since 2018. Previously, he held positions in multinational companies i.e., DBS Bank, CIMB Niaga and HSBC.

He also works in corporate agile squads as a Scrum Master and Development Team member handling corporate culture and client portfolio growth projects.

He is a proud father of a son, pianist and a public speaking enthusiast.



Che Zulhaimie Abdullah, Malaysia

Che Zulhaimie Bin Abdullah is currently the Vice President, Human Resource & Administration, HONDA Malaysia since 2019. He has almost 30 years of experience in HR in various industries such as telecommunication, multimedia, contact centre / banking and manufacturing.

His area of interests are HR strategy, talent development, employee engagement, IR & union, culture transformation and change management. He sits in various committees including Federation of Malaysian Manufacturers, Melaka Branch; industry advisor for Poly-Tech MARA University College, Kota Melaka Polytechnic; Melaka International College of Science & Technology, Research Fellow for the National Human Resource Centre (NHRC) Malaysia and Adjunct Professor at DRB-HICOM University of Automotive Malaysia.

Due to his contributions, he received various recognitions and awards from local and international organizations.

GUEST SPEAKER

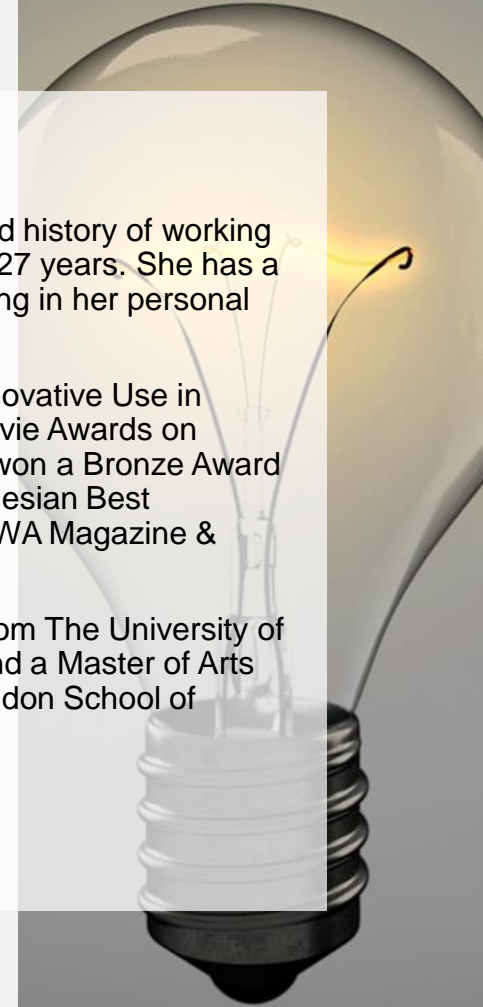


Ms. Dyah Ambarwati, Indonesia

Ms. Ambarwati is an experienced Human Resources practitioner with a demonstrated history of working in the life insurance, hospitality, marketing communications, and education fields for 27 years. She has a strong interest in the communications field and is a lifelong learner who loves investing in her personal development.

Ms. Ambarwati was awarded Gold Awards at Asia Pacific 2020 Stevie Awards on Innovative Use in Technology in Human Resources in 2020 and Silver Awards at Asia Pacific 2019 Stevie Awards on Innovation in HR Management, Planning & Practice in Financial Services. She also won a Bronze Award as Employer of the Year 2019 from Human Resources Excellence Awards and Indonesian Best Companies in Creating Leaders from within 2019 for the Insurance Category from SWA Magazine & NBO.

Ms. Ambarwati is a solid Human Resources professional with a Master of Science from The University of Manchester, United Kingdom, focused on the International Development Program and a Master of Arts concentrated on International Communications and Business Development from London School of Public Relations - Jakarta.



WHAT YOU CAN EXPECT FROM THIS PROGRAM

*Champion Online
Certification Program*

Are you ready to work as a strategic, high impact partner to your clients and make work better for people?

Would you like to move from being reactive to proactive?

Would you like to increase your credibility through business and financial acumen?

Would you like to enhance collaboration with your clients and centre of excellence?

Would you like to work as a trusted advisor?



LEARNING OBJECTIVES

Boost your business acumen

Boost your business acumen by understanding how you can add value to the business and identify strategic challenges.

Learn essential skills

Learn essential skills such as consulting, networking & communication, basic finance, storytelling and presenting.

Become a data-driven partner

Develop data literacy skills and learn to use data to drive fact-based people decisions.

Employee experience

Learn to apply employee experience techniques to improve interactions between the business and HR.

FEATURES OF THE CERTIFICATION PROGRAM:

Convenient

- Connect from anywhere to the online meetings
- Interact with experienced HR Guru's in instructor led format sessions through online
- Conduct 6 virtual sessions of 2 hours each once a week for 6 weeks in total on the same day and at the same time

Flexible

- Cover multiple time zones/regions
- Provide participants with training materials for each session – slides, participant guide, online handouts, information sheets
- Give an official certification and a digital badge to participants to display the distinction as a “CHRBP-1”, upon completion

Affordable

- Offer the lowest rate in the region for best possible resources for HRBP program
- Become a member of AsiaHRM after successful completion of the course

COURSE STRUCTURE

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COURSE STRUCTURE

Details	Particulars
Course Duration	7 Weeks (6-week learning sessions + one bonus session)
Course Method	Online instruction based / interactive session
Course Language	English
Course Structure	6 core areas; 6 modules on key topics; 2 hours for each module
Full Course Fee	<p>USD297/full program</p> <p>You can either select a full program or go for a single module. Once a module is finished, a badge will be given. With 7 badges, you will be given a full certificate.</p>
Payment Method	Credit card (Visa / Mastercard) or Debit card
Course Assessment	Action learning exercise
<p>Digital certificate for CHRBP will be granted upon successful completion with at least 80% of attendance</p>	

CURRICULUM STRUCTURE

Module 1 - Overview of Human Resources Business Partnering

Module 2 - Business Consultation Role

Module 3 - Business Acumen, Strategy & Financial Skills

Module 4 - Strategic HR Metrics for Purposeful Business Objectives

Module 5 - Change Management Skills

Module 6 - Talent Management Skills

Bonus Session - Sharing of HRBP Stories by HR Leaders



COURSE CURRICULUM

Covering Areas	Modules	Topics
1. Overview of HR Business Partnering	Introducing Strategic Business Partnering	<ul style="list-style-type: none"> • Understanding of business partnering and its model • Understanding roles and responsibilities of HRBP • Consulting & communication areas with stakeholders; working with variant teams of senior and core members • Transforming roles of HRBP from operational HR • Adjusting with change management; people, culture and environment • Implementing strategic HRBP • Managing and leading change • Assessing and evaluating implementation through solving business issues; issues affecting change • Planning action and capability building for successful HR business partnering
2. Business Consultation Role	Developing Consulting Skills	<ul style="list-style-type: none"> • Understanding the roles and responsibilities of an internal business consultant • Aligning business operations with consultation role; engaging importance • Identifying skills and competencies required for internal business consultation • Developing coaching & consultation skills for becoming an inclusive executive coach • Learning to analyze business data and using the data to provide evidence-based support for insightful business decision making • Specifying steps to consultative engagement with the key stakeholders and points of engagement • Providing guidance and consulting with other business functions • Sharing honest feedback with stakeholders, developing recommendations and working with centre of excellence • Suggesting and building business aligned talent management strategies and using appropriate talent management solutions holistically • Designing succession plan for the stakeholder

COURSE CURRICULUM

Covering Areas	Modules	Topics
3. Business Acumen, Strategy & Financial Skills	Equipping with Financial Literacy	<ul style="list-style-type: none"> • Importance of financial skills for HRBP • Steps involved in becoming a financial analyzer as HRBP. Why business acumen is needed for HRBP's • Implications of HR on those financial reporting; benefits of having financial knowledge • Financial Reporting: <ol style="list-style-type: none"> 1. Capital and operating expenditure 2. Financial statement 3. Income statement 4. Cost of goods sold 5. Cash flow statement 6. Depreciation and amortization 7. Balance sheet 8. Ratios
4. Strategic HR Metrics for Purposeful Business Objectives	Using HR Analytics	<ul style="list-style-type: none"> • Understanding what metrics are and how to use them to measure business results • Playing data-driven HR's role in strategic and operational decisions • Developing metrics that are aligned to organization strategy • Determining which metrics are relevant to organizations and know how to compose a balanced scorecard and measure results • Understanding talent life cycle • Listing of HR metrics and determining usage • Mastering HR data collection process, data analysis process, and use of data • Avoiding common mistakes of analysing data • Analyzing types of performance measures, and using key performance indicators • Developing HR dashboard • Measuring return of investment (ROI)

COURSE CURRICULUM

Covering Areas	Modules	Topics
5. Change Management Skills	Becoming a Change Agent	<ul style="list-style-type: none"> • Understanding change management process • Changing management models • Going through eight-step change management process • Preparing a change management strategy • Communicating, managing, leading change and making people ready for change • Recognizing obstacles to change • Developing critical skills to lead large and small change initiatives in an organization • Driving performance improvement • Conducting stakeholder analysis to plan appropriate actions for buy-in • Understanding the capabilities and cultural environment required to make change ready • Understanding employee experience (EX) by mapping an employee journey; focusing EX of an organization. • Becoming employee champion and change agent in managing organizational change
6 . Talent Management Skills	Managing Talents & Designing Succession Plans	<ul style="list-style-type: none"> • Developing appropriate talent management strategies with business needs • Engaging senior leadership participation • Identifying and retaining high potential employees • Preparing development plan for key employees and new hires • Understanding succession planning process and need, difference between replacement planning and succession planning • Developing appropriate approaches aligning with periodical business plans • Learning keys and pitfalls to succession planning • Facilitating roadmap for effective succession planning • Engaging stakeholders • Developing an employee and key stakeholder engagement model • Mentoring & coaching of high potential employees

THANK YOU

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🌐 www.asiahrm.com

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