



**Strategic HR Business Partner
Course Syllabus**

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Certificate of Completion for 15 “strategic” of Recertification hours

A) Course Description: This course covers key areas of strategic planning at the organization level and the strategic alignment of key HR processes. The purpose of this course is to introduce students to the concepts of strategic planning and implementation in organizations with a focus on the impact of strategic decisions and the impact at the application level. This course will enable students to understand the interactive role of facilitating strategic organizational change and serve as a business partner by including competition, customer needs, internal organizational structure and employee needs.

B) Course Objectives: Participants will be able to serve as a strategic business partner and facilitate strategic change.

C) Student Expectations: Participants are expected to attend each class session. If you are unable to make a session, you are expected to make arrangements with the instructor to make up the course content. Participants are also expected to complete and turn in all of the application exercises, complete all tests, and participate in class activities. Students will receive a certificate of completion.

Class participation:

- Evidence of careful preparation of cases, and oral presentation of class members.
- Clarity and conciseness of recommendations.
- Strong and convincing quantitative and qualitative analysis and support recommendations.

Assignments:

- Personal strategic plan
- Strategic partner in action

E) Text and/or Required Reading List:

Close 2012, Strategic Solutions Toolkit, Snow Creek Publishing

Date	Topic	Assignment (To be completed before the next session)
Session 1	Introduction to strategic planning Personal application Knowing the business and the environment	Communication Works!
Session 2	Being an “internal consultant”: creating the moment and maximizing it. In-class simulation “know your audience”: Interpersonal dynamics WIFM to your advantage	Strategic Solutions Toolkit
Session 3	Facilitation: Have a method and toolkit and get “out of the box” results and create a plan to achieve the objective In-class simulation	DUE: Personal strategic plan and presentation
Session 4	Aligning operation processes Process improvement techniques In-class simulation	For session 5: Strategic Solutions Toolkit
Session 5	Conducting HR Supply and Demand analysis Aligning HR infrastructures	Due: Strategic Partner in Action Papers and Presentations