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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

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knowledge of the business, and their ability to translate business needs into performance requirements and people initiatives.

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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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culture, as well as develop people solutions, to achieve the organisation ' s objectives.

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WITH BUSINESS GOALS is the first
book to consider the human resource
professional's importance in the
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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

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5.0 out of 5 stars The HR pro as business partner. Reviewed in the United States on April 12, 2006. 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

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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

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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,

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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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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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You'll note our reference to Human Resources and the term HR. We are viewing this area in its broadest sense, inclusive of the HR, Learning, and OD disciplines practiced today.

Essentially, this book is written for people who work in the people side of any organization - for profit, not-for-

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profit, and public. This book is written from the perspective of someone who works within an organization, whether that organization is small or large. However, most of the techniques and practices are relevant to those individuals who work externally in a consultative role.

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Resources and the term HR. We are viewing this area in its broadest sense, inclusive of the HR, Learning, and OD disciplines practiced today.

Essentially, this book is written for people who work in the people side of any organization - for profit, not-for-profit, and public. This book is written

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However, most of the techniques and practices are relevant to those individuals who work externally in a consultative role.

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With HR professionals increasingly expected to be “business partners”, are you prepared with the skills and tools to make a positive difference to your organization? As the recognised definitive guide to the topic, HR: The Business Partner, second edition, offers practical insights to take you

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through the challenging process of business partnering, including:

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- Detailed coverage of the common challenges and advice on how to overcome them
- Guidance on how to develop the

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skills and confidence required to work effectively Covering the transition from working operationally to working strategically and the tools, techniques and skill sets needed for partnering, this inexpensive guide will help to both add real value to your business and to develop your career

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in business partnering. If you are aspiring to or about to embark on a business partner role, this book will provide you with ideas and inspiration for the position.

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