

# Strategic HR Business Partner (HRBP) Training

**Hours: 32 Hours**

**Course Overview:** This program equips HR professionals with the skills to move beyond administrative functions and operate as strategic business partners in central banks. Participants will learn how to align HR strategy with the central bank's mission, drive workforce transformation, strengthen employee engagement in a regulatory context, and leverage HR analytics for strategic decision-making.

By the end of the program, participants will be able to:

- ✓ Link HR strategy with national and regulatory priorities
  - ✓ Lead workforce planning, talent management, and capability development
  - ✓ Support change management, digital transformation, and organizational resilience
  - ✓ Act as trusted advisors to senior leaders and governors
  - ✓ Prepare HR for future challenges in fintech, AI, and hybrid work models
- Participant Involvement:** The course emphasizes active learning through discussions, case studies, interactive exercises, and feedback sessions to ensure engagement and practical application of concepts.

## Target Audience

- HR professionals working in central banks or financial institutions
- Mid-to-senior level HR managers transitioning to strategic HRBP roles
- HR leaders responsible for workforce planning, talent, and transformation
- Policy and governance professionals looking to align HR with central bank missions

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## Course Modules

## Day 1 – Foundations of Strategic HRBP in Central Banks

- **Module 1:** Introduction to the HR Business Partner Model
    - Evolution of HR and the HRBP role
    - HRBP in central banks vs. other organizations
    - Key HRBP competencies
  - **Module 2:** Strategic HR Alignment with Central Bank Mission
    - Linking HR to financial stability & regulatory priorities
    - Translating national objectives into HR strategy
    - The HR Scorecard – Measuring strategic contribution
    - Case study discussions (central banks/financial institutions)
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## Day 2 – Workforce & Performance Strategy

- **Module 3:** Workforce Planning & Talent Strategy
    - Workforce analysis & future skills forecasting
    - Strategic recruitment for specialized roles
    - Succession planning & workforce agility
  - **Module 4:** Performance & Capability Development
    - Designing performance systems for strategic outcomes
    - Linking KPIs & competencies to central bank priorities
    - Learning & development strategies for high-performing teams
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## Day 3 – Change, Engagement & Rewards

- **Module 5:** Change Management & Organizational Transformation

- HRBP role in digitalization, fintech & regulatory change
  - Stakeholder engagement in high-trust institutions
  - Change frameworks & communication tools
  - **Module 6:** Employee Relations & Engagement in a Regulatory Context
    - Building a culture of trust & integrity
    - Engagement frameworks for central banks
    - Balancing discipline with inclusion & engagement
  - **Module 7:** Compensation, Benefits & Total Rewards Strategy
    - Competitive & sustainable reward systems
    - Pay equity, compliance & benchmarking
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## Day 4 – Data-Driven HR & The Future Role of HRBP

- **Module 8:** Data-Driven HR & HR Analytics
  - HR metrics for central banks
  - Using analytics for workforce planning & performance
  - Building HR dashboards & reporting for governors
- **Module 9:** Stakeholder Management & HR as Trusted Advisor
  - Building partnerships with leadership & regulators
  - Consulting & advisory skills for HRBPs
  - Handling sensitive issues with discretion
- **Module 10:** Future of HRBP in Central Banks
  - Trends: AI, automation, hybrid work, fintech challenges
  - Reskilling HR for the digital economy • Personal development roadmap for HRBPs