

# Strategic HRBP: Workforce Planning & HR Analytics

Learn to align HR strategy with central bank priorities, drive workforce planning, and apply HR analytics as a strategic business partner.

**4 Days**

32 HOURS

**10**

MODULES

**30**

TOPICS

## 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.

## WHO THIS COURSE IS FOR

**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**

## LEARNING OBJECTIVES

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

## TRAINING APPROACH

The course emphasizes active learning through discussions, case studies, interactive exercises, and feedback sessions to ensure engagement and practical application of concepts.

# 10 Modules, 30 Topics

## DAY 1 Foundations of Strategic HRBP in Central Banks

01

### Introduction to the HR Business Partner Model

#### TOPICS

Evolution of HR and the HRBP role · HRBP in central banks vs. other organizations · Key HRBP competencies

02

### Strategic HR Alignment with Central Bank Mission

#### TOPICS

- 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)

## DAY 2 Workforce & Performance Strategy

03

### Workforce Planning & Talent Strategy

#### TOPICS

- Workforce analysis & future skills forecasting
- Strategic recruitment for specialized roles
- Succession planning & workforce agility

04

### Performance & Capability Development

#### TOPICS

- Designing performance systems for strategic outcomes
- Linking KPIs & competencies to central bank priorities
- Learning & development strategies for high-performing teams

05

## Change Management & Organizational Transformation

### TOPICS

- HRBP role in digitalization, fintech & regulatory change
- Stakeholder engagement in high-trust institutions
- Change frameworks & communication tools

06

## Employee Relations & Engagement in a Regulatory Context

### TOPICS

- Building a culture of trust & integrity
- Engagement frameworks for central banks
- Balancing discipline with inclusion & engagement

07

## Compensation, Benefits & Total Rewards Strategy

### TOPICS

Competitive & sustainable reward systems · Pay equity, compliance & benchmarking

08

## Data-Driven HR & HR Analytics

### TOPICS

- HR metrics for central banks
- Using analytics for workforce planning & performance
- Building HR dashboards & reporting for governors

09

## Stakeholder Management & HR as Trusted Advisor

### TOPICS

- Building partnerships with leadership & regulators
- Consulting & advisory skills for HRBPs
- Handling sensitive issues with discretion

10

## Future of HRBP in Central Banks

### TOPICS

- **Trends:** AI, automation, hybrid work, fintech challenges
- Reskilling HR for the digital economy
- Personal development roadmap for HRBPs

### WHAT IS INCLUDED

## Everything You Need to Succeed

- Koenig course material for every module
- Delivery by certified instructors and subject matter experts
- Hands-on exercises throughout the course
- Course completion certificate from Koenig

## Who We Are

Established in 1993, Koenig Solutions is a globally recognised training provider with 35+ technology partnerships, 5,000+ training programmes and a network of certified instructors and subject matter experts, supporting individuals and enterprise teams worldwide.

## Learn the Way That Suits You

Classroom Training

Live Online Classes (ILO)

Fly-Me-A-Trainer (FMAT)

Flexi (Self-Paced)

1-on-1 Training

### Ready to Get Started?

Talk to a learning advisor about schedules, group training and customised delivery.

Visit [koenig-solutions.com](https://koenig-solutions.com)

✉ [info@koenig-solutions.com](mailto:info@koenig-solutions.com)