# HR Business Partner 2.0

## Online Certification Program

**AIHR** | ACADEMY TO INNOVATE HR

# An overview
of what you can expect from this program

## Become a truly strategic partner

Strategic HR business partners are the new power players in modern organizations, translating business goals into people strategies. Success demands equal parts business acumen and HR expertise, with a proactive mindset to turn both into results.

The HR Business Partner 2.0 Certificate Program is designed to help HR professionals claim a seat at the table with strategic HRBP competencies, including customer centricity, data literacy, employee experience, and AI skills.

| | | |
|---|---|---|
| 🖥 | **Type** | Online self-paced learning |
| 💬 | **Language** | English (including subtitles) |
| 🕐 | **Duration** | 33 hours |
| 📅 | **Access** | 12 months |
| 🖥 | **Structure** | 8 courses + capstone project / 19 modules |
| ✓ | **Testing** | Quizzes, assignments, capstone project |
| 📄 | Digital certificate upon completion (including LI token) | |
| 🏛 | Eligible for HRCI, HRPA & SHRM credits | |
| 📋 | Reading materials & bonus content | |
| $ | 30-day money back guarantee | |

# Learn in-demand skills

and take your career to the next level

## Learning objectives

☑ **Business Acumen**

Boost your business acumen to link HR strategy to business outcomes.

☑ **Core HRBP Competencies**

Develop core HRBP competencies across consulting, HR metrics, and AI fluency.

☑ **Employee Experience Techniques**

Apply employee experience techniques to improve interactions with the business.

☑ **Influence and Credibility**

Build influence and credibility as a trusted strategic HR business partner.

## The perfect fit for

This online training is the ideal starting point for mid-level HR professionals ready to move beyond tactical work and build credibility as strategic partners. It helps you understand the business, influence stakeholders, and earn your seat at the table.

# Curriculum structure

Practical. Comprehensive. Game changing.

3 MODULES
**Becoming a Strategic Business Partner**

2 MODULES
**Understanding Business Strategy**

1 MODULE
**Customer-Centric HR**

4 MODULES
**HR Consulting Skills**

4 MODULES
**Driving HR Impact with Metrics, Dashboards, and OKRs**

2 MODULES
**Driving the Employee Experience**

1 MODULE
**Building Influence and Credibility as an HRBP**

2 MODULES
**AI Tutorials for HR Business Partners**

1 MODULE
**Capstone Project**

# A detailed look
## at the curriculum and modules

**3 MODULES**

## Becoming a Strategic HR Business Partner

Uncover the foundations of effective HR business partnering. This course helps you to distinguish strategic HR from operational execution to drive business value. Learn how to connect people strategy directly to business outcomes, speak the language of leaders, and bridge people and performance to deliver solutions.

- **Understanding the HRBP role**
- **Core Capabilities of a Great HRBP**
- **The Future-Ready HRBP**

**2 MODULES**

## Understanding Business Strategy

This course builds your business acumen step-by-step. Learn how to link strategy, culture, and performance to improve how the organization creates and sustains value. Use practical frameworks to evaluate and convert strategy into actionable HR initiatives, then move from planning to execution to deliver measurable results.

- **HR & Business Strategy**
- **Moving from Strategy to Execution**

# Customer-Centric HR

Turn HR process improvements into experiences that matter. This course empowers you to connect customer-centric HR practices to tangible improvements in employee and business outcomes. You'll learn practical steps to build a customer-focused culture through responsive people practices that drive engagement and long-term business value.

- **Customer-Centricity in Human Resources**
  - The value of Customer-Centricity for HR
  - Understanding HR's Customer
  - Improving HR Processes with Customer-Centricity

# HR Consulting Skills

HR professionals require consulting skills to actively understand and help solve business problems. Learn new skills and uncover best practices to embrace a consulting mindset. This HR Consulting Skills mini course gives you a consulting framework with predefined steps and guidelines to identify obstacles, generate business-aligned HR solutions, track metrics, and communicate impact.

- **Setting the Stage for Consulting Success**
- **Diagnosing the Business Problem & Root Cause Analysis**
- **Designing the Right Solution for the Business**
- **Creating an Implementation Plan & Monitoring Impact**

**4 MODULES**

# Driving HR Impact with Metrics, Dashboards, and OKRs

Each step in this course builds your ability to make data-driven HR decisions using data as a shared language between HR and the business. You'll learn why measurement matters, how to translate HR activities into metrics that reveal the bigger picture, and develop the analytical mindset and tools to make HR data meaningful.

- **Introduction to HR Metrics**
- **Reading HR Dashboards**
- **Using the HR Value Chain to Drive Business Impact**
- **HR KPIs and OKRs for Measurable Impact**

**2 MODULES**

# Driving the Employee Experience

Understand how design thinking principles transform everyday interactions into valuable employee experiences that improve performance. In this course, you'll go through a hands-on process to rethink how HR designs, delivers, and measures engagement. You'll use employee experience design principles to map employee personas with needs, design and test new experiences, and measure the results to continuously improve impact across the employee lifecycle.

- **Redefining EX with Design Thinking**
- **Creating Impactful Employee Experiences**

# Building Influence and Credibility as an HRBP

This course equips you with the skills to influence decisions, build trust, and enhance stakeholder relationships as a strategic HRBP. Start by exploring why influence is essential in today's organizations and how trust forms the foundation for all impactful relationships. By the end of this course, you'll have a practical toolkit to influence ethically, lead conversations with confidence, and make HR's voice heard in business decisions.

- **Influencing without Authority**
  - Building Trust
  - Building Better Stakeholder Relationships
  - Influencing Tactics
  - Matching Tactics to the Situation
  - Navigating Office Politics with Integrity

# AI Tutorials for HR Business Partners

The AI tutorial for HRBPs includes a series of short demos on how to leverage Gen AI to generate meeting agendas, talking points, and follow-ups. You'll also learn how to create reusable AI prompts to write tailored, high-impact communications across channels and to different stakeholders. In short, you'll be able to use your time more efficiently and regain hours for strategic work.

- **Streamlining HR Meetings with GenAI**
- **AI for HR Communications**

# Capstone Project

With the capstone project, you will be applying your learnings to complete a series of assignments and create practical deliverables that you can apply in your job.
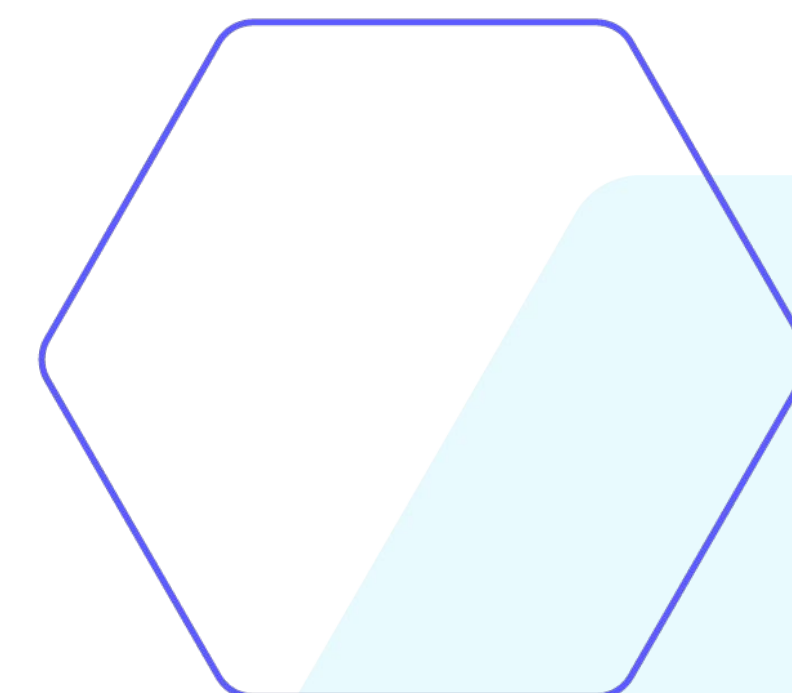
# Proven online learning
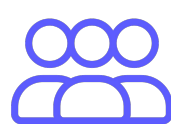## for Human Resources Professionals

### 🌐 Real-world projects

Develop practical skills through working on real-world projects and studying dozens of inspiring case studies

### 💻 Self-paced online learning

Learn anywhere, anytime, and at your own pace with our fully online training programs. Including a smartphone app.

### 👥 Practitioner community & coach

Collaborate with HR professionals from around the world or contact your personal coach if you need any assistance or input.
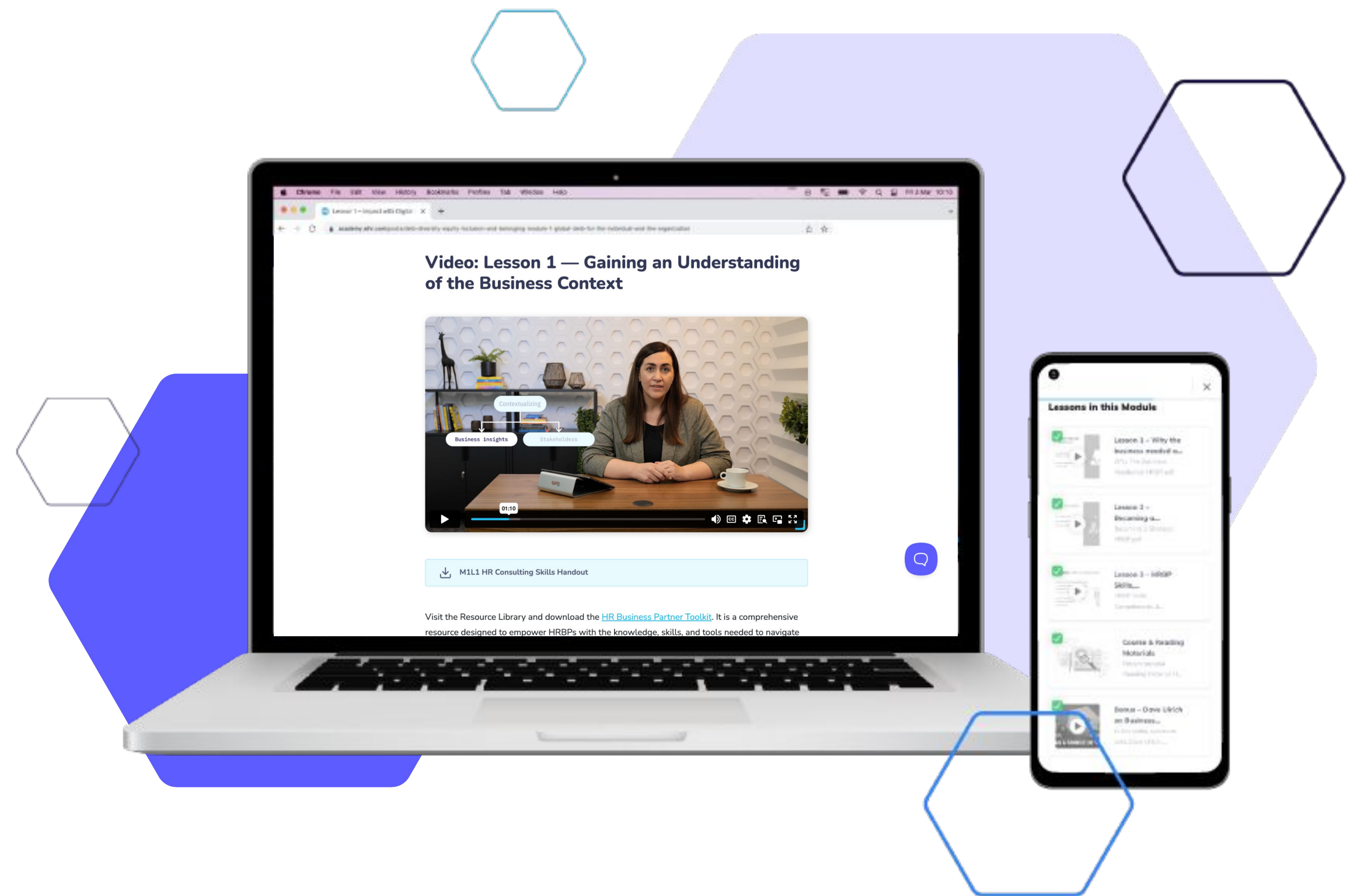


AIHR is an approved provider with the HR Certification Institute (HRCI®), a pre-approved provider with the Human Resources Professional Association (HRPA), and recognized by the Society for Human Resource Management (SHRM) for PDCs.
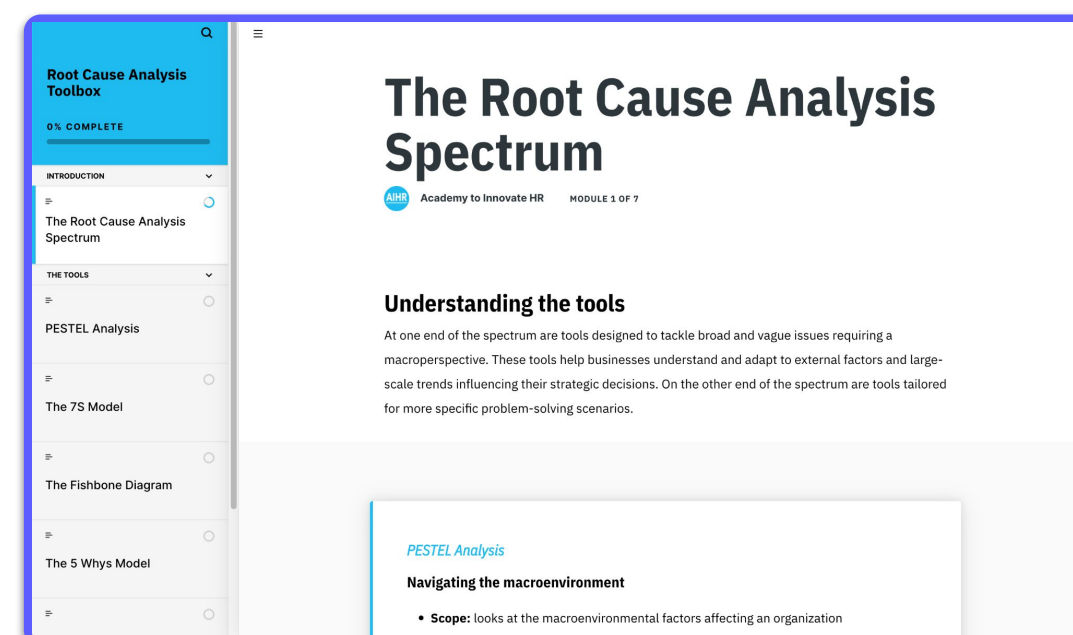
# Get a sneak peek
## of lessons and course materials
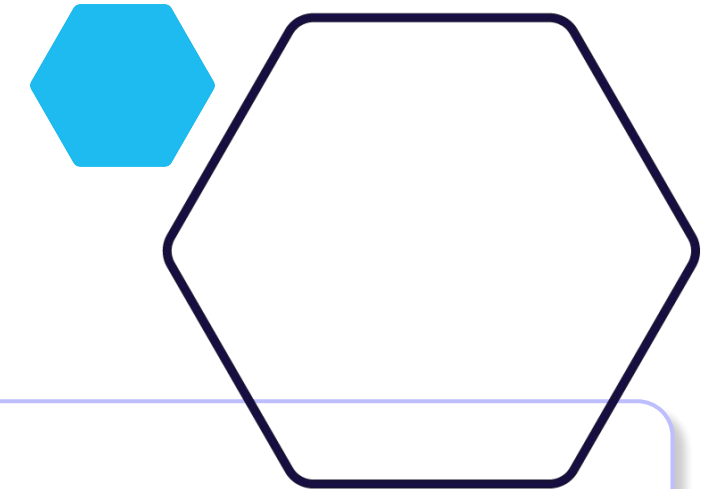
### Engaging video lessons

Learn at your own pace with bite-sized, pre-recorded lessons by leading HR experts.
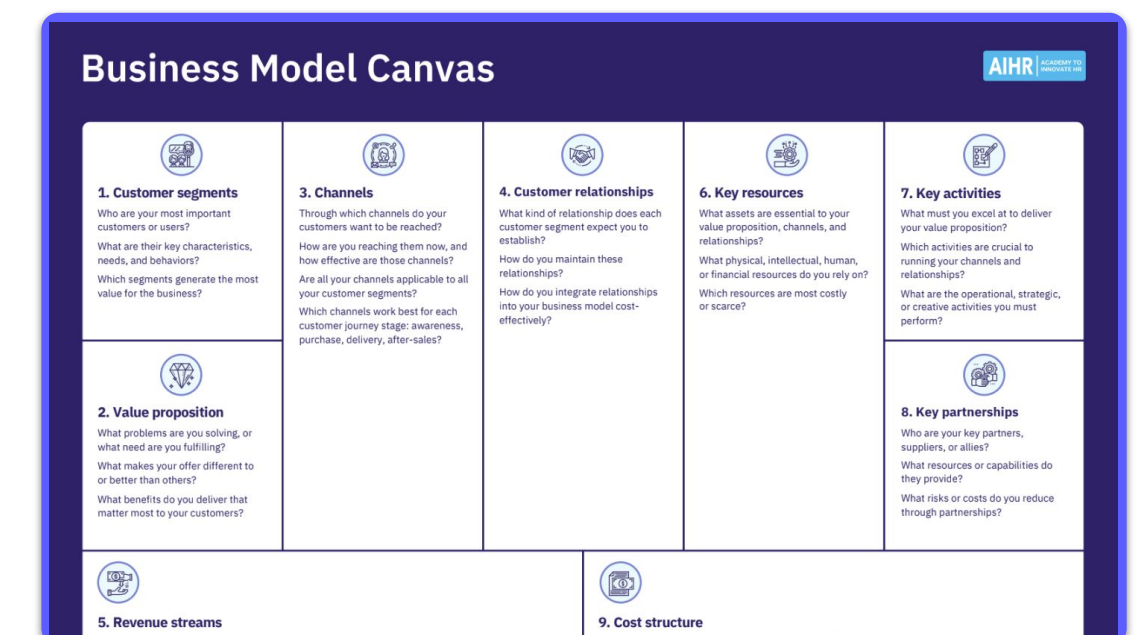
**Watch preview lessons**

### Interactive case studies

Turn your new knowledge into practical skills with a range of practical activities.

**Do the case study**

### Downloadable templates

Save time and effort with a library of grab-and-go templates, guides, checklists, and more.

**Tour the library**

# Grow your skill set

## Enroll today

☑ Go to **www.AIHR.com**

☑ Select your program and click the Enroll button

☑ Fill out your (company) billing address and payment details

☑ Create your student account

☑ Happy learning!



**CERTIFICATE OF COMPLETION**
ACADEMY TO INNOVATE HR

*John Doe*

Meets the requirements to have the designation

**Certified HR Business Partner**

Eligible for (re)certification credits with:

**Erik van Vulpen**
Dean of the Academy to Innovate HR
Date issued: June 5, 2025
ID: AIHR-12e8xzf5pv

★★★★⯪

**Customers give us an average rating of 8.9 out of 10.**

AIHR is the place to learn the skills you need to advance your career and remain relevant in the ever-changing digital human resources landscape. We offer the most comprehensive curriculum of HR courses and certifications available worldwide and are a proud supplier of over 175 Fortune Global 500 companies.

NIKE · HEINEKEN · PHILIPS · McKinsey &Company · TARGET · TATA

UBS · McDonald's · Bank of America Merrill Lynch · BCG · BOSCH · UNDER ARMOUR

**AIHR** | ACADEMY TO INNOVATE HR