



IPI
Academy



Presented by
Management Forum

Developing High Performance HR Business Partner and Consulting Skills

11-12 November 2025

Learn how to enhance your abilities as an HR business partner and deliver support and a positive impact across any business.



Format:
Classroom



CPD:
12 hours for your records



Certificate of completion

Course overview

In the current climate, the role of the HR business partner has become essential in supporting the organisation through complex and changing business landscapes. It is no longer enough to just deliver good transactional services, a much deeper and broader understanding of business is needed. It's also crucial to have the ability to work alongside all levels of management, with greater self-awareness and the right skill set, to positively influence the organisation at both a strategic and tactical level. This leap demands that you have the right expertise and knowledge to add value to commercial decisions and link HR to the overall business strategy. During this process, HR needs to demonstrate that it can support the business in taking robust decisions and drive change by helping consider the options and optimal solutions.

HR business partners are accountable to their business leaders and this programme is aimed at providing a framework and the skills for HR business partners to equip themselves to operate in a VUCA environment and to feel confident in the contribution they make.

This highly participative two-day programme is a must-attend event for those wanting to further their role and secure their position as an influential part of their business. It provides an opportunity to network with fellow professionals and find solutions and new approaches to the challenges faced in these demanding times.

Benefits of attending

- **Learn** from case study scenarios that highlight classic organisational challenges
- **Practice** using new consulting tools and techniques in a low-risk environment
- **Develop** a strategy and set of actions to enhance your role within the HR function to that of a fully immersed business partner
- **Enhance** your skills to influence senior colleagues and fellow managers concerning the people challenges around the strategic business agenda
- **Increase** your understanding of how HR can add value at a commercial level in today's organisation
- **Understand** how to drive and support change within your business
- **Discuss** the challenges faced by HR today
- **Explore** the potential of evidence based HR and its importance to your credibility and success

Who should attend?

- HR business partners
- HR managers
- HR controllers

Programme

Day 1

The HR business partner as a strategic partner

- Examine the effectiveness of the current HR operating model and the position of the HR business partner and how this can be enhanced
- How to deliver business value and navigate the inherent tensions in the business
- How to map your key clients and delivery channels
- Techniques to establish trust and build positive stakeholder relationships

Applying a consulting framework: a step-by-step guide

- Understand the clients' agendas, clarifying the need and key issues
- Explore the skills and behaviours needed in successful implementation of the model
- How to manage client meetings successfully and tools to engage others
- Identify where the HR relationship is positioned and how to use personal power in cementing trust
- Key behavioural skills needed to build and maintain rapport, ensuring buy-in
- Re-evaluate and plan for ongoing success

Day 2

Driving and supporting change: a deeper dive

- Build the case for change – the HR business partner as catalyst and facilitator
- Understand models for identifying where change is needed
- Techniques to help managers through the change experience and ensure the business is prepared and ready
- Change reaction profiling – personality predictor analysis of participants' own reaction to change, enabling personal awareness and understanding of the reaction of others
- Strategies to communicate change and manage the transition – consultative approach techniques
- Understand how to remove blockages and move forward
- Tools, techniques and work streams to support positive change outcomes

Practical application for the workplace: case studies and exercises

- Understand the culture in the context of the current business you're partnered with and its impact on the change agenda
- Evaluate the HR strategy as a lever for organisational and cultural change
- Personal reflection time and individual action planning

Presenter



Katie Botten

Katie Botten has over 25 years of experience working for a variety of organisations in HR, OD, change management and leadership development. She has worked in-house as an HRBP supporting global financial services organisations through mergers and acquisitions, as well as in interim and consultancy roles implementing organisational and cultural change programmes. Her experience has been gained across many sectors including financial services, professional membership institutions, law, regulation, distribution, education, publishing and not for profit. She has worked globally with a variety of clients to deliver people focused change programmes and interactive programmes to create behavioural change.

Katie holds a degree in Social Psychology from the University of Sussex, a PGDip in Personnel Management from the University of East London and is a Chartered Member of the Chartered Institute of Personnel and Development (MCIPD). She is BPS (British Psychological Society) Level A and B qualified enabling her to deliver and interpret occupational testing and personality questionnaires, specifically MBTI, OPQ, Hogan, Lumina Spark, Saville Wave and Strengthscope®. She is a Master Business Practitioner of NLP and a certified Success Coach.

She is the author of 'The Professional Woman's Guide to Giving Feedback', Impact Publishing, and a member of the Steering Committee for Women in Recruitment, an organisation dedicated to inclusivity and diversity in the Recruitment Industry. She designed and manages their on-line personal development programme.


Course date

11-12 November 2025 **Classroom**
London
Course code 15061


GBP **1,199** ~~1,399~~
EUR **1,679** ~~1,959~~
USD **1,927** ~~2,239~~


Until 07 Oct

How to book

 **Online:**
ipi.academy/31

Alternatively contact us to book, or if you have any queries:

 **Email:**
info@ipiacademy.com

 **Phone:**
[+44 \(0\)20 7749 4749](tel:+442077494749)

Discounts

- Booking more than one delegate on any one date qualifies for a **30% discount** on the second and subsequent places.
- Most events qualify for an **early booking discount** prior to 6 weeks before the course date. Be sure to check on our website, where the latest discounts will be shown.

Further information

Fee
The fee includes all meals and refreshments for the duration of the course (for venue-based courses) and a complete set of course materials (provided electronically). If you have any particular requirements, please advise customer services when booking.

Please note
IPI Academy (and our training partners) reserve the right to change the content and timing of the programme, the speakers, the date and venue due to reasons beyond their control. In the unlikely event that the course is cancelled, we will refund the registration fee and disclaim any further liability.

Terms and conditions
The rest of our terms, the event cancellation policy and the terms and conditions are on our website, please visit ipi.academy/content/terms-and-conditions

Reviews



Break-out rooms were useful and a good tool to use during training.



Michael Bull

Associate HR Business Partner
Knorr-Bremse Rail Systems (UK) Ltd
Nov 19 2020



Really enjoyed it and found it thought provoking and helpful.



Tracy Dearing

HR Business Partner
Moat
Nov 19 2020



Relevant content to me; the presentation was spot on. Katie was engaging, knowledgeable and very pleasant.



Dawne Stephenson

Change Manager
London Fire Brigade
Nov 19 2020



An engaging two days which seemed to fly by and I can really see the value of the content I will initiate into my day-to-day job. The speakers were informative and able to relate to real-life scenarios, which helped me understand the subject better.



Shaun Lightbody

HR Business Partner-South Area
Five Guys
Nov 13 2019

Run this programme in-house for your whole team

Coming to IPI Academy for your in-house training provides an all-inclusive service which gives you access to a wide variety of content, learning platforms and delivery mechanisms as well as your own personal training adviser who will work with you from the initial enquiry through to feedback and follow-up after the programme.

With over 600 trainers, all practitioners and experts across a huge range of fields, we can provide the training you need, where you need it, when you need it, and at a price which suits your budget. Our approach to tailored learning and development consists of designing and delivering the appropriate solution for each client.

For your FREE consultation and to find out more about how we can work with you to solve your training needs, please contact our training advisers:



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IPI Academy is a training initiative of Falconbury and Management Forum; leading providers of industry training for over 30 years, based in the UK.

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