



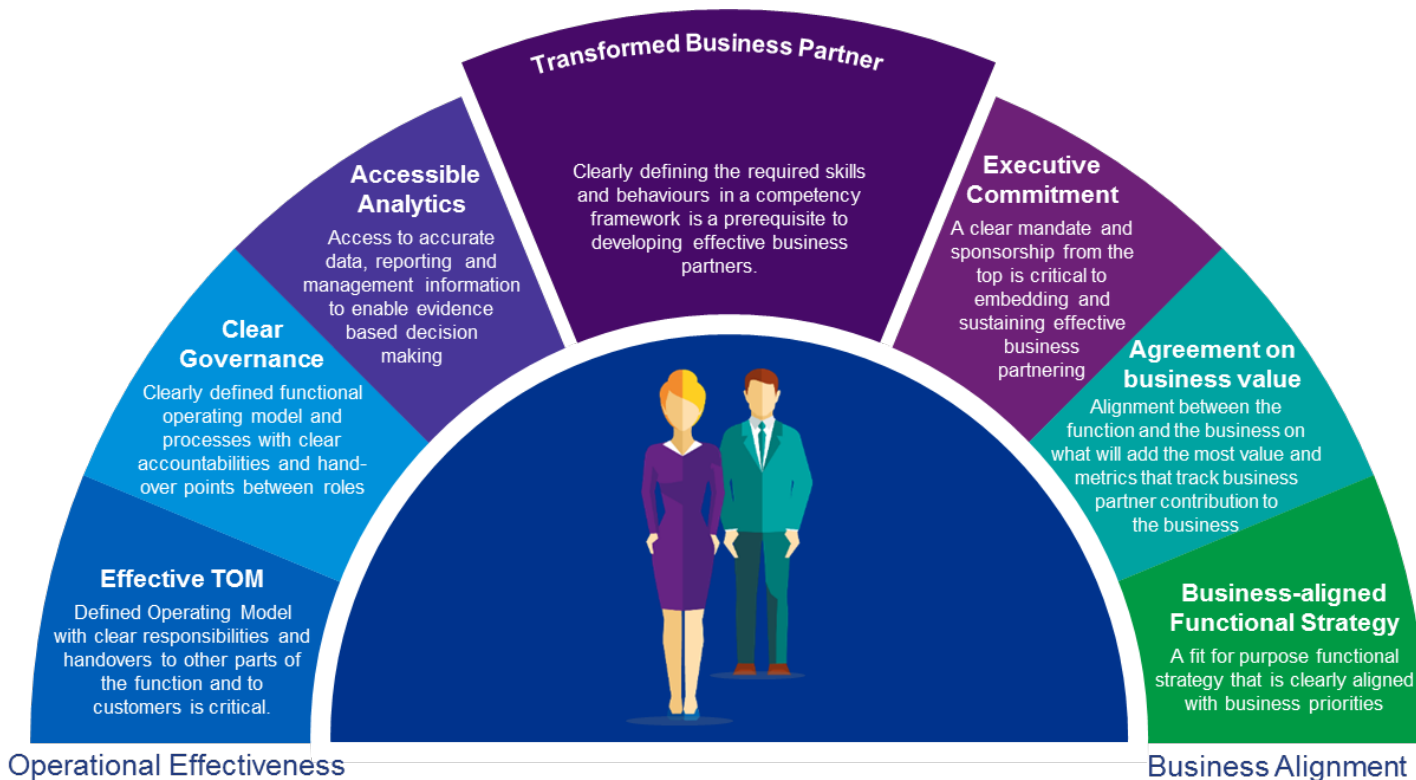
# HR Business Partnering



# Setting HR Business Partners up for Success

The HR Business Partner's role is to support and advise business leaders on their strategic and operational decision making through insights that drive better business performance. However, while this concept of Business Partnering has been around for many years, organisations continue to flag business partnering as a key area of challenge of their HR Function. While the role of the HR Business Partner is only one piece of the puzzle, success in their role can greatly impact the overall success of a transformation.

Imminent workforce changes driven by technology trends and other workforce changes will quickly alter requirements of the HR function. A greater focus on evidence-based decision making and analytics will change an organisation's people agenda, much of which can only be enabled by HR Business Partners.



# HR Business Partners Service Offering

To support an organisation in re-focusing the role of their Business Partners, KPMG have developed a range of offerings that can be deployed together in full or as individual components based on your specific needs.

## Plan and discover

We use a dedicated **diagnostic tool** to provide information and insight about the current state of Business Partnering within your organisation

## Analyse and assess

Using KPMG's leading practice **Business Partnering Competency Framework** as a baseline, we compare this to your assessment results, agreeing the key areas of focus for your Business Partners.

## Design and develop

We work with you to develop a range of deliverables, specific to your requirements, to help close the development gaps identified. This includes new **role descriptions, career paths** as well as **Business Partner specific training** in crucial areas such as HR analytics, change management and consulting skills.

## Deploy and enable

We deploy the specific deliverables as well as conduct ongoing **temperature checks** to enable ongoing assessment of Business Partners in their re-focused role.

For further information please contact Lisa Barry – [lisabarry@kpmg.com.au](mailto:lisabarry@kpmg.com.au)



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