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*Barbara Kenton, Jane Yarnall*

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**Barbara Kenton, Jane Yarnall : HR - The Business Partner (The HR Series)** before purchasing it in order to gauge whether or not it would be worth my time, and all praised HR - The Business Partner (The HR Series):

0 of 0 people found the following review helpful. Five StarsBy stephen battaliaExcellent book!

Many organisations are changing the structure of some of their internal service departments such as HR and Finance, to give them a more consultative and strategic role within the company. However, in many cases, this takes place with little thought as to how the new function can be best established and how the individuals themselves need to change in order for it to be successful. The book is about helping practitioners understand what is involved in operating as a business partner within an organisation. It will help them to assess how to make the transition from working operationally to working in a more strategic position and will equip them with the tools and techniques to help them in their new role. For generalist HR practitioners who are about to embark on Business Partner roles, or who are struggling to make a difference in such roles, the personal change journey can be made more difficult if people do not

know what is involved, or understand how HR Business Partners can make a positive difference to their organisation's success. The temptation then to revert to familiar activities can be strong and dangerous to personal and functional credibility. The authors draw on their experience of working with HR teams to show what being an HR Business Partner means in practice. They look at the challenges and what can be done to address them, and provide practical insights into how to develop the skills and confidence required to really make a difference in Business Partner roles.

Many HR teams have intimated that they are just full of budding business partners waiting for the right opportunity to make their mark. The capable ones who realise their time has arrived will be developing their skills by reading "The Business Partner. Paul Kearns, Director, PWL I am very happy to see a book on how to be a better HR Business Partner. In the years ahead BP excellence and leadership will be key to the success of UK HR departments. Timely Important. Stephen Battalia, Group HR Director, Nestle UK Ireland An invaluable guide to a partnering relationship for HR professionals. Soundly grounded academically, and at the same time full of practical advice, this book is especially helpful on the essentials of the internal consulting role that makes a partnership successful. Andrew Mayo, Professor of Human Capital Management, Middlesex University. In this useful text, Barbara Kenton and Jane Yarnall have provided practical ideas about the role of the business partner in HRM. By linking the notion of business partnership with internal consultancy skills they are able to offer insights into a subject of growing interest to all managers. Professor Shaun Tyson, Cranfield University From the Back Cover Many organisations are changing the structure of some of their internal service departments such as HR and Finance, to give them a more consultative and strategic role within the company. However, in many cases, this takes place with little thought as to how the new function can be best established and how the individuals themselves need to change in order for it to be successful. The book is about helping practitioners understand what is involved in operating as a business partner within an organisation. It will help them to assess how to make the transition from working operationally to working in a more strategic position and will equip them with the tools and techniques to help them in their new role. For generalist HR practitioners who are about to embark on Business Partner roles, or who are struggling to make a difference in such roles, the personal change journey can be made more difficult if people do not know what is involved, or understand how HR Business Partners can make a positive difference to their organisation's success. The temptation then to revert to familiar activities can be strong and dangerous to personal and functional credibility. The authors draw on their experience of working with HR teams to show what being an HR Business Partner means in practice. They look at the challenges and what can be done to address them, and provide practical insights into how to develop the skills and confidence required to really make a difference in Business Partner roles. About the Author Barbara Kenton, FCIPD, MSc is a Freelance HR Consultant and Director of WHooSH, Whole Systems Health. She is an experienced consultant, mediator, facilitator, coach and trainer with over 25 years' experience as a manager and development specialist working with individuals, teams and organisations in the UK and internationally. Jane Yarnall is Director of Skills Evolution Ltd and has over 20 years' experience in human resources, both within corporations and as an independent consultant. Her doctoral research focused on careers within organizations and since then she has researched various aspects of careers and HR, including international leadership, leadership development and HR business partnering.