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

0 of 0 people found the following review helpful. Five StarsBy shortythree66An absolute must read if you are embarking into an HR career of any kind!

With HR professionals increasingly expected to be "business partners", are you prepared with the skills and tools to make a positive difference to your organization? As the recognised definitive guide to the topic, HR: The Business Partner, second edition, offers practical insights to take you through the challenging process of business partnering, including: **•** No-nonsense description of what business partnering entails, with case studies to illustrate real-life practice**•** Detailed coverage of the common challenges and advice on how to overcome them**•**

Guidance on how to develop the skills and confidence required to work effectively Covering the transition from working operationally to working strategically and the tools, techniques and skill sets needed for partnering, this inexpensive guide will help to both add real value to your business and to develop your career in business partnering. If you are aspiring to or about to embark on a business partner role, this book will provide you with ideas and inspiration for the position. nbsp;

"The original book has proved to be very valuable for my HR business partner clients, both in discussing the guiding concepts and ideas and in providing practical methods and tools to make the theory work in daily practice. It's the hands-on approach that makes it a book that practitioners actually read and reread" Wilfred Verweij MSc, Senior Learning Consultant/Lecturer, Rotterdam School of Management Erasmus University, The Netherlands "As the BP role has evolved, this pragmatic and insightful approach captures the essence of the changes in the function and offers guidance on embedding it into the organisation to produce fully effective HR partners." Gill Whensley, Chartered FCIPD and HR Director, Spofforths LLP "Business Partnering is both a mindset and a skill set - especially the ability to build and maintain effective value-adding business relationships. In a very real sense the authors are helping to move the field of Business Partnering forward by describing not just the 'what' and the 'why' of Business Partnering but also the 'how'." Linda Holbeche, HR Professional and former Director of Research and Policy, CIPD, UK

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 Yarnell 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.