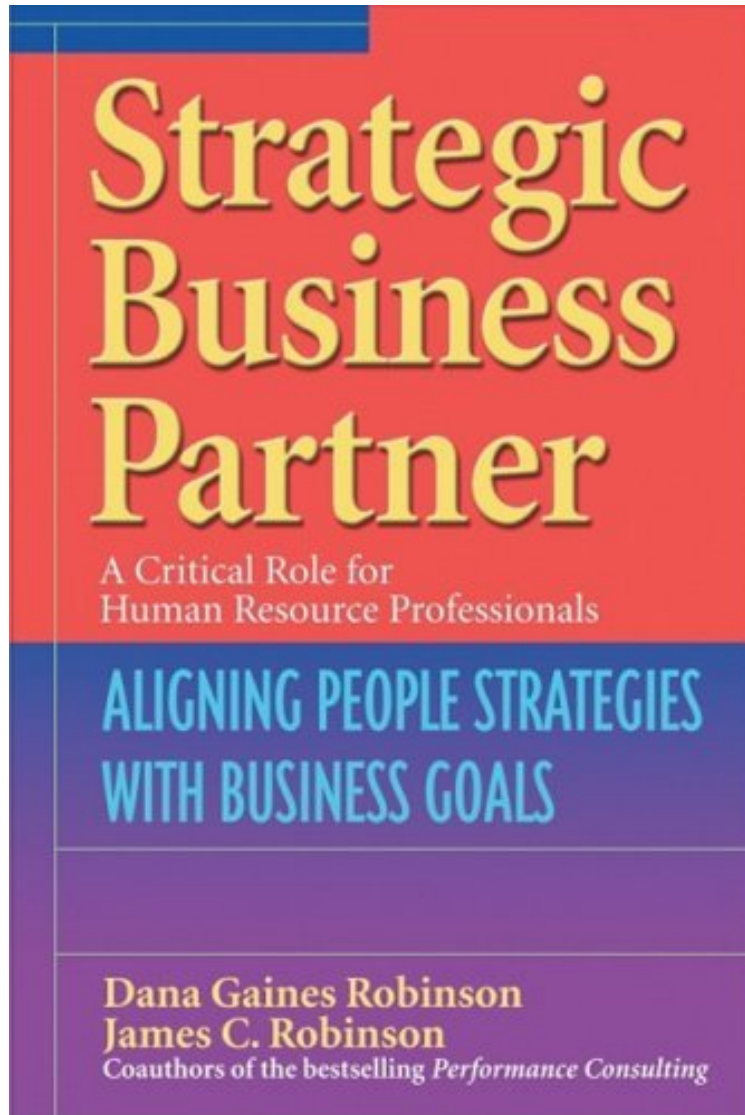


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Strategic Business Partner: Aligning People Strategies with Business Goals

Dana Gaines Robinson, James C Robinson
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There is no more critical role for today's human resource professionals than that of Strategic Business partner (SBP). SBPs demonstrate competence in many ways ? through their questioning of clients, their knowledge of the business, and their ability to translate business needs into performance requirements and people initiatives. But performing effectively as an SBP requires use of a mental model as a guide or rudder. This practical book provides that model. Experts Dana and Jim Robinson describe the four key concepts integral to this mental model and critical to success as an SBP. They describe the three accountabilities SBPs must accomplish: access to those accountable for achieving business results; credibility with clients; and trustworthiness for delivering results, working with integrity, and supporting the organization's values. The authors' detailed analysis of this subject makes Strategic Business Partner required reading for human resource pros on the way up the ladder.

It's like having your own strategy coach in the room with you, always accessible and offering wise advice and counsel. -- Jim Kouzes, Coauthor of the bestselling book, The Leadership Challenge
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This is the best combination of the strategic and tactical I've seen. It is downright practical. -- Dr. Jac Fitz-enz, Founder CEO, Human Capital Source
About the Author Dana Gaines Robinson founded Partners in Change, Inc. in 1981. Prior to becoming an external consultant, Dana was an internal Human Resources (HR) Manager professional for nine years. Dana and Jim Robinson have been presented with the Distinguished Contribution Award for Workplace Learning and Performance. This award recognizes their landmark work in performance improvement and their sustained impact in the training and human resources industries. Jim Robinson is a consultant and leader in the areas of human performance improvement (HPI) and performance technology. Jim has consulted with numerous Fortune 500 organizations including BankOne, Penn National Insurance, Pitney Bowes, Wachovia Corporation, Wal-Mart Logistics Division and YMCA.