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Strategic Business Partner Aligning People

Dana Gaines and James C. Robinson's STRATEGIC BUSINESS PARTNER: ALIGNING PEOPLE STRATEGIES WITH BUSINESS GOALS is the first book to consider the human resource professional's importance in the business partner role.

Strategic Business Partner: Aligning People Strategies ...

5.0 out of 5 stars The HR pro as business partner Reviewed in the United States on April 12, 2006 Dana Gaines and James C.

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The success of these projects deepens the SBPs' credibility, enabling them to be viewed as strategic partners. At this higher level of accountability, SBPs work with business leaders to form long-range business strategies and plans, creating and implementing people initiatives that link into and support the business strategies and plans.

Strategic Business Partner: Aligning People Strategies ...

We describe Strategic Business Partners (SBPs) as people who work with management to define, align, and implement people

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initiatives to benefit the business. When the partnership is optimized, SBPs contribute to formation of business strategies and plans at the enterprise level.

Strategic Business Partner: Aligning People Strategies ...

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.

Strategic Business Partner: Aligning People Strategies ...

Strategic business partner : aligning people strategies with business goals. [Dana Gaines Robinson; James C Robinson] --
"Here, Dana and Jim Robinson offer guidance for HR, Organization Development and Learning professionals who

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aspire to transform themselves into effective Strategic Business Partners.

Strategic business partner : aligning people strategies ...

This practical guide offers case studies, exercises, tips, and tools you can use to become a Strategic Business Partner in your organization. Research clearly indicates that there is a strong need for the Human Resources (HR) function, and the people in it, to adopt a more strategic and business-linked approach.

Strategic Business Partner : Aligning People Strategies ...

The success of these projects deepens the SBPs' credibility, enabling them to be viewed as strategic partners. At this higher level of accountability, SBPs work with business leaders to form long-range business strategies and plans, creating and implementing people initiatives that link into and support the business strategies and plans.

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Strategic Business Partner: Aligning People Strategies With Business Goals by Dana Gaines Robinson and James C. Robinson
Published by Berrett-Koehler Publishers

An Excerpt From - Books for Business and Personal Development

Strategic business partner : aligning people strategies with business goals. [Dana Gaines Robinson; James C Robinson] -- This is a practical resource with case examples, exercises and

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tools ready to use by HR, OD, and learning professionals who aspire to become strategic business partners in their organizations.

Strategic business partner : aligning people strategies ...

Over the past ten years or so, I've noticed that 'being a strategic partner' has become a kind of mantra for HR people everywhere. Generally, they seem to mean, "we'd like to be included the...

What's a Strategic Business Partner, and Can I Be One?

They explain how SBPs build partnerships, based upon credibility and trust, with key organization leaders. These partnerships provide SBPs with opportunities to identify and support projects directly aligned with business goals. The success of these projects deepens the SBPs' credibility, enabling them to be viewed as strategic partners.

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Some HR experts refer to HR as business partner. In the context of strategic human resource management, the HR function and activities are intended to ensure the organization's financial success. As partners your HR people and employees in the various areas of the organization's operations must not get in the way of other employees.

HR as Strategic Partner

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“If you pit a good employee against a bad system, the system will win almost every time” (Rummler and Brache, 1995, p. 75).”
— Dana Gaines Robinson, Strategic Business Partner: Aligning People Strategies with Business Goals

Strategic Business Partner Quotes by Dana Gaines Robinson

Partner-to-partner ecosystem building is a highly innovative

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strategy that, when correctly managed, can grow revenue and elevate the partner experience with your brand to new heights.

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