

crf

CORPORATE RESEARCH FORUM

MADRID

INTERNATIONAL CONFERENCE

AGILITY 2.0

Building Adaptable Organisations

9-11 October

MADRID, Spain

9 October

Online



SPEAKERS INCLUDE:





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ABOUT THE RESEARCH

1. What external trends will impact on the HRBP role?
2. What capabilities will HRBPs need to be effective in their job in the next few years?
3. How prepared are HRBPs?

KEY FINDINGS

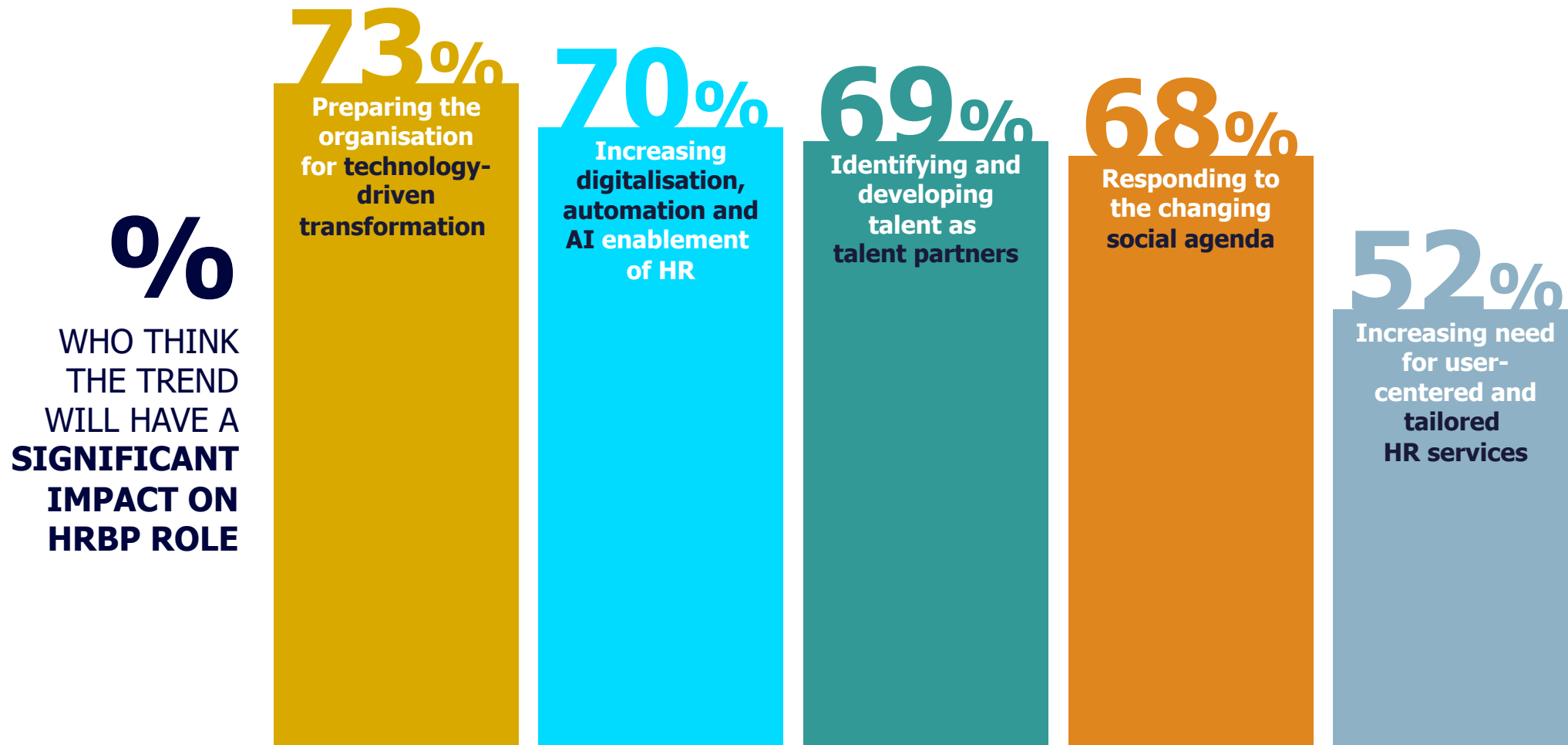
- 1.** HR Business Partnering is becoming more complex and demanding
- 2.** HR Business Partnering will increase in importance
- 3.** HR Business Partners could be better prepared



**REIMAGINING
HR BUSINESS
PARTNERING**

What **trends** will
have the greatest
impact on the
HRBP role?

WHAT IS IMPACTING THE HRBP ROLE?



**REIMAGINING
HR BUSINESS
PARTNERING**

**The Six Critical
Capabilities for
Effective HR
Business
Partnering**

EFFECTIVE HRBP OF THE FUTURE: AGILE

Being agile *"is about constantly unlearning and being curious, and questioning the status quo"*.



LESLEY WILKINSON

Chief Talent Officer
EXPERIAN

88%

think being **agile** will become more important in the next few years

EFFECTIVE HRBP OF THE FUTURE: DIGITALLY ENABLED

- Use + apply technology
- Understand implications on business

85%

of survey respondents think HRBPs require development in this area

EFFECTIVE HRBP OF THE FUTURE: DATA-ORIENTED

93%

think being **data-oriented**
will become more important
in the next few years

YET...

82%

of survey respondents think
HRBPs required
development in this area

EFFECTIVE HRBP OF THE FUTURE: STRATEGIC

"Over the next two to three years, the profile of the HRBP community will change significantly due to Generative AI, and will become more senior and more strategic".



CAROLINE FANNING

Chief People Officer
AVANADE

88%

think being **strategic** will become more important in the next few years

EFFECTIVE HRBP OF THE FUTURE: CHANGE AGENT

- Designing and lead **change** initiatives
- Display courage and ability to influence stakeholders

"Technology is going to be a change process and [HRBPs] are going to have to play a heavy role in managing that".



PATRICK **WRIGHT**

Professor of Management
UNIVERSITY OF SOUTH CAROLINA

EFFECTIVE HRBP OF THE FUTURE: COMMERCIALLY ASTUTE

'The most important competence for an HR Business Partner is commercial acumen... Without understanding the business, you have no credibility to do anything else'.



MARIA ANTONIOU

Group HR Director
MORGAN ADVANCED MATERIALS

Aware of value model,
including understanding
how employees create value

PANEL DISCUSSION

