

UPCOMING SESSION

WORLD-CLASS HR
BUSINESS PARTNERS:
INSIGHTS FROM CAHRS
AND REAL-WORLD PRACTICE

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WORLD-CLASS HR BUSINESS PARTNERS:
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We Decide.

Discussion Flow

Opening/Introductions

Kevin

The Framework

Chris

CPO Use Case

Jennifer

HRBP Use Case

Anna

Questions/Wrap

Kevin

We welcome questions, comments, and spontaneous applause throughout!



We Decide.

WHY HR BUSINESS PARTNERS, WHY NOW?



Why HR Business Partners, Why Now?

- Massive TAM
- Business Leader VIPs
- External Perspective Lacking
- Expectations Rising

(Should be) A Valuable CHRO/CPO Succession Channel



We Decide.

THE MODEL & WHY IT'S UNIQUE



Development Process

In 2024-2025, CAHRS set out to develop:

1. A framework that defines key elements of the HRBP role and sets a standard for what “great” looks like.
2. The framework will be used to provide CAHRS members with playbooks that provide practical guidance on how to navigate critical moments that matter as well developmental tools and resources.

Reviewed HR
Competency
Models

Senior HRBP
Working Groups

CHRO
Interviews

Business Leader
Interviews



World Class HRBP Framework



Drive Business Results



Talent & Leadership



Organizational Effectiveness



Employee Value Proposition



Leadership Excellence



Critical Role Talent



Execution & Productivity



Change & Transformation



Organizational Culture



Employee Experience



Leverage CoE Resources



Influence CoE Priorities



Execute HQ Priorities



Understand, Influence, & Operationalize Business Strategy



Anticipate & Incorporate External Trends Into Strategy

We Decide.



A CPO'S PERSPECTIVE

Bringing the Framework to Life

- Role Clarity & Consistency
- Capability Building
- Strategic Impact
- Alignment



We Decide.

AN HR BUSINESS PARTNER'S POINT OF VIEW



From Framework to Impact: Operationalizing World-Class HRBPs

Right People

HRBPs who think like
enterprise leaders

Right System

Capacity focused on the
few things that matter
most

Better Decisions

Data and scenarios
embedded in business
cadence



Additional Information

Framework Information for Your Teams

Recordings of the keynotes and an interactive version of the framework are available in your conference resources and at: ilr.cornell.edu/cahrs/hrbp-framework

Collateral Development

Now that the Framework has been launched, we start developing collateral to support the model's use and impact, beginning with a self-assessment tool.

