
HR Business Partner Programme

18 – 22 January 2027
Vienna





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Ref: 1305_2481 **Date:** 18 – 22 January 2027 **Location:** Vienna **Fees:** 5500 GBP

The HR Business Partner Programme is a five-day senior HRBP course delivered by Mars Training Centre in Europe, the Gulf, and Asia, and online — designed for senior HR business partners, people partners, and HR leaders embedded with business units who are expected to deliver commercial outcomes through people decisions.

The HR business partner role was designed to bring HR closer to the business, but in many organisations the role has stalled somewhere between administrator and adviser. The senior HRBPs who succeed are commercially literate, analytically confident, politically aware, and credible with line leaders who are not always easy to advise. This programme is built for HRBPs who want to operate at the upper end of the role and prepare for HR director positions.

Across five focused days, you will work through the consulting skills, commercial vocabulary, organisation-design tools, and stakeholder craft that distinguish a senior HR business partner from a senior HR administrator. The programme is delivered by senior practitioners who have led HR business partner functions and who understand the role from both sides of the table.

What You Will Learn

- Apply a structured consulting approach to HR business partner work.
- Read a business plan, a P&L, and a strategy document with HRBP eyes.
- Diagnose organisation-design and capability gaps in a business unit.
- Build credible, evidence-led HR business cases for line leaders.
- Influence senior business leaders without authority over them.
- Coach line managers through restructures, performance issues, and difficult people decisions.
- Lead workforce-planning conversations with business unit heads.
- Apply core people analytics to HRBP work.
- Plan your career progression from senior HRBP toward HR director roles.

How You Will Benefit

You will leave with a sharper, more commercial view of the HRBP role and a Mars Certificate of Completion.

Your organisation will gain an HR business partner who can sit at the leadership table of a business unit as a credible adviser, raise the quality of people decisions, and convert HR investment into commercial outcomes.

Who This Programme Is For

This programme is designed for:



- Senior HR Business Partners and People Partners
- HR Managers preparing for HRBP roles
- HRBPs aiming for HR Director positions
- Heads of HR for business units or regions
- Internal HR consultants
- Senior HR generalists in complex organisations
- HR leaders in matrix and multi-entity groups

The seniority floor is senior HR manager and above. The programme is delivered in person over five consecutive days, and delegates receive a Mars Certificate of Completion.