

Overview of Specialty Area (Business Partnering)

Definition: Use business and financial acumen to drive strategic organisational value through people solutions

Skill	Definition
Strategic Thinking	Possess a strategic view and mindset in understanding and assimilating complex information to make informed decisions while linking talent strategy to the business strategy.
Business Acumen	Understand business imperatives, models, and financial data, and macro data such as industry and geographical trends as well as their impact on the business.
HR Advisory	Act as an internal consultant to solve critical business problems, including working with senior business leaders for hypothesis building and root cause analysis. Understand business and HR data combined with expert judgement to offer strategic insights, identify and communicate measurable benefits of talent initiatives.
Problem Solving	Collaborate with a range of stakeholders to tailor solutions that address all parts of the employee lifecycle while factoring in impact on operating model (incl. policies and processes).
Manage Change and Measure Progress	Manage and ensure the necessary actions are in place to manage the change required to implement the suggested solution / recommendation in problem solving; define key metrics of success and track them.