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## SYLLABUS FOR CERTIFIED STRATEGIC HR BUSINESS PARTNER (CSHRBP)®

Offered by: Global Institute for Leadership, Human Resources and Project Excellence (AGILE-HRP)®

# PROGRAM DESCRIPTION

The **Certified Strategic HR Business Partner (CSHRBP)**® is a globally recognized certification tailored for HR professionals who wish to elevate their role as strategic advisors, aligning people strategies with organizational objectives. This certification bridges the gap between operational HR practices and executive-level business strategy by equipping HR professionals with advanced competencies in organizational design, workforce analytics, stakeholder alignment, and strategic consulting.

Designed with modern business complexities in mind, the CSHRBP® credential empowers professionals to become proactive change agents and trusted business partners who influence outcomes at the highest levels.

## COURSE LEARNING OUTCOMES

Upon successful completion of this program, participants will be able to:

1. Translate business strategy into actionable HR initiatives that drive value.
2. Serve as a credible advisor and partner to business unit leaders and executives.
3. Analyze and apply workforce data to guide strategic decision-making.
4. Design and align organizational structures, culture, and capabilities to strategy.
5. Navigate change and lead HR's contribution to digital transformation.
6. Influence executive stakeholders using business acumen and consulting tools.
7. Evaluate the impact of HR programs on performance and profitability.





# TARGET AUDIENCE

- HR Business Partners
- Senior HR Managers & Generalists
- Talent & People Strategy Leaders
- Organizational Development Professionals
- HR Directors & Consultants
- Strategic Workforce Planners

## EMPLOYMENT OUTLOOK (U.S. BUREAU OF LABOR STATISTICS):

The demand for strategic HR leaders continues to rise, with projected job growth of **7% through 2032**. HR professionals in strategic advisory roles report an average salary of **\$110,000–\$145,000**, with opportunities expanding in tech, healthcare, consulting, and multinational corporations.

## CAREER PATHS FOR CSHRBP® HOLDERS:

- Strategic HR Business Partner
- HR Director or VP of People Strategy
- Organizational Effectiveness Consultant
- Talent Strategy Advisor
- Workforce Planning Manager
- HR Transformation Lead



# MODULES AND SUBMODULES

## **Module 1: Evolving Role of the HR Business Partner**

- 1.1 Traditional vs. Strategic HRBP Models
- 1.2 Earning Credibility and Influence in the C-Suite
- 1.3 Internal Consulting Skills and Stakeholder Management

## **Module 2: Business Strategy Alignment**

- 2.1 Understanding Business Models and Financial Drivers
- 2.2 Linking HR Strategy to Organizational Goals
- 2.3 Strategic Thinking and Environmental Scanning

## **Module 3: Organizational Design and Capability Building**

- 3.1 Structures that Drive Performance
- 3.2 Capability Assessment and Succession Planning
- 3.3 Building Agile Teams and Adaptive Culture

## **Module 4: Workforce Planning and Talent Optimization**

- 4.1 Strategic Workforce Planning Tools
- 4.2 Talent Segmentation and Critical Role Analysis
- 4.3 Internal Mobility and Skills Forecasting

## **Module 5: Metrics, Analytics, and Strategic Insight**

- 5.1 People Analytics for Decision Support
- 5.2 KPI Development and ROI of HR Initiatives
- 5.3 Communicating Insights to Executives

## **Module 6: Change Management and Transformation Leadership**

- 6.1 Leading Through Organizational Change
- 6.2 Partnering in Digital Transformation and HR Tech
- 6.3 Navigating Resistance and Sustaining Change

## **Module 7: Executive Communication and Influence**

- 7.1 Strategic Storytelling and Business Case Writing
- 7.2 Presenting to Boards and Leadership Teams
- 7.3 Becoming a Trusted Strategic Advisor

## **Module 8: Capstone – HRBP Strategic Alignment Project**

- 8.1 Case Study: Strategic Challenge Analysis
- 8.2 Action Plan Development
- 8.3 Stakeholder Presentation and Reflection

# CERTIFICATION EXAM DETAILS

- **Format:** 100 Multiple Choice Questions
- **Duration:** 90 Minutes
- **Passing Score:** 70%
- **Retake Policy:** One free retake allowed within 3 months
- **Delivery Mode:** Online, remote proctored

# CERTIFICATION TESTING OUTCOMES

This certification assesses and validates critical competencies in:

- Business and financial acumen
- Talent strategy and analytics
- Strategic workforce planning
- Change and transformation leadership
- Stakeholder management and influence
- Organizational design and consulting



# ACCREDITATION AND RECOGNITION

The **CSHRBP®** credential is awarded by **AGILE-HRP®**, an internationally recognized certification body aligned with global human capital standards. The certification meets industry expectations across private enterprises, multinational corporations, and public sector institutions and is based on SHRM and ISO 30414/HR metrics guidelines.

## CERTIFICATION DELIVERABLES

- Chartered Certificate: **Certified Strategic HR Business Partner (CSHRBP)®**
- Verified Digital Badge for Resume and LinkedIn
- Strategic HRBP Toolkit and Case Templates
- Access to AGILE-HRP® Global Alumni Network
- 35 CEUs applicable toward annual recertification
- Exclusive invitations to Leadership Roundtables & Webinars

## PROGRAM FORMAT

- **Duration:** 6–8 weeks (Self-paced or cohort-based)
- **Format:** 100% Online with optional live coaching sessions
- **Assessment:** Applied strategic case project + Final certification exam

## ELIGIBILITY REQUIREMENTS

- Bachelor's degree or equivalent
- OR Minimum 3 years of experience in HR, business partnering, or people strategy role

## NEED ASSISTANCE?

For queries or certification support:

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