

HR BUSINESS PARTNER PROGRAM

With the cooperation of Corvinus University of Budapest, the Flow Hungary and OD Partner Consulting.

WHAT IS THE HR BUSINESS PARTNER PROGRAM?

With the cooperation of the *Institute of Management at Corvinus University of Budapest* and the leading players in the Hungarian organization development market, *Flow Hungary* and *OD Partner Consulting*, the program offers the best national and international **executive level HR Business Partner** practices for its students.

The **HR Business Partner Program is an academic postgraduate educational and training program.** Its main objective is to prepare students for an HR executive role, based on partnership with business leaders. The ideal candidates are either human resource management professionals or line managers interested in a career change to HR.

WHO SHOULD APPLY FOR THE PROGRAM?

For those, who are open minded and ready to participate in self-reflective learning, as part of an enthusiastic team.

1. Individuals with work experience of at least 3-5 years in HR

(or as an HR Business Partner) and

- whose task as an HR professional is to support business leaders,
- who have always found it important to acquire new knowledge which they can immediately utilize in their work.

2. Middle-, and upper-level managers, who already use human resource management tools and systems, and

- are interested in human resource management as a possible future career,
- would like to develop their organization's culture more consciously, in accordance with strategic challenges,
- whose main competencies in human resource management thus far were obtained through experience.

STRUCTURE OF THE PROGRAM



During the two years of the program we would like to accompany and support our students in becoming executive level HR Business Partners by broadening their business related knowledge, strengthening their organizational diagnostic tools and methods, and developing their internal consulting skills and top managerial perspectives.

The courses will be held during the autumn and spring terms, **in six 1.5 day blocks per semester, every 2-3 weeks**, on Fridays and Saturdays at **Corvinus University of Budapest**.

The duration of one educational block:

On Fridays from 12.45–18.50, and on Saturdays from 8.40–17.00.

The course consists of 4 semesters.

Dates in the autumn term (2017):



Dates in the spring term (2018):



Tuition fee: 395.000 HUF/semester.

The fee could be subsidized (fully or partly) by the employer.

Upon completion of the program, students will receive the Postgraduate Diploma specialized as HR Business Partner from Corvinus University of Budapest.



Professional leaders:

Sándor Takács

PhD, Program Director, Associate Professor and Head of Department at CUB, Faculty of Business Administration, Institute of Management, Department of Organizational Behavior

**Diana Miskó**

Program Leader, Organization Development Consultant and Coach, Flow Hungary

**Attila Bokor**

PhD, Program Leader, Partner and Organization Development Consultant, OD Partner Consulting Honorary Associate Professor at CUB



Courses of the HR Business Partner Program are carried out by internationally recognized professors of the university who have acquired experience both in business and scholarly fields; and by the organization development and HR consultants of Flow Hungary and OD Partner, as well as by HR executive managers of leading national and international companies.

Corvinus University
of Budapest:

Viktória Bodnár
Sára Csillag
Balázs Felsmann
András Gelei
Henriett Primecz
Roland Szilas
Sándor Takács
Andrea Toarniczky

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Flow Hungary

Gábor Cséffalvay
Andrea Frenyo
Klára Lapu
Diana Miskó
Zsófia Zöldi (Human Telex)
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Judit Sütöri
Gábor Zsikla

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OD Partner

Attila Bokor
Orsolya Virág
Anita Frisch
Anikó
Killeen-Kőrös
(S&T Kft.)
Gergely
Szentandrás

www.odpartner.hu



Courses belonging to „Business related knowledge” provide insights into today’s executive managerial dilemmas of business organizations through theoretical articles and current practical case studies:

→ **Strategic Management, Performance Management and Controlling, Strategic HRM Case Studies, Change Management, Business and HR Ethics**

The goal of „Organizational diagnosis and methodology” courses is to prepare students for the practical challenges of the internal consultant role:

→ **Organizational Culture + LSI, Organizational Psychodynamics, Organization Development, Learning Organization, HR trends: Diversity Management, Gender Issues; Action Learning and Research Methods, Organizational Models of HRM, Cooperation within the HR Organization**



„Skills development and professional self-awareness” courses of the program are designed to develop internal consulting skills and familiarity with well-established developmental approaches:

→ **Team Building, The Challenges of the HR Business Partner role, Supervision I-II, Psychodrama, Transactional Analysis, Gestalt Psychology, Conflict Management, Appreciative Inquiry, Leadership and Partnership (Outdoor), Cooperation with Business Leaders, The Successful HR Business Partner: Value-proposal and Competencies**



The thesis consultation, which takes place in the last semester, is an integral part of the program. During the preparation of their thesis, students examine currently emerging practical issues related to their studies at their own workplace, explore solution focused change options and analyze questions of feasibility. For this task the instructors provide active support and opportunities for consulting.

During the courses we build upon the local and international practices and researches, such as the results of the HR Business Partner Research.

(http://www.odpartner.hu/hr/hr_business_partner_forum_2014).

I. SEMESTER II. SEMESTER III. SEMESTER IV. SEMESTER



HOW TO APPLY?



Information related to the application and the downloadable application:

<http://www.uni-corvinus.hu/index.php?id=25851>

Contact regarding professional questions:

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Associate Professor, Professional Director of the course

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Attila Bokor Dr.

OD Partner

Partner, OD Consultant,

Honorary Associate Professor

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Admission Requirements:

- certificated university diploma or college degree
- at least 3-5 years of professional practice in the field of human resource management, or 5 years of management experience in organizations with established HRM systems;
- the course language is Hungarian, but a portion of the literature and case studies is in English, therefore an intermediate level in English reading skills is expected.

ALUMNI COMMENTS...

„I highly recommend this program to leaders and HR experts who are interested in raising the level of their professional work and improving their managerial role. As Unilever CEE's Head of Sales I have successfully used the lessons learned during the program in my everyday tasks on many occasions.”

Mónika Vörös, Customer Team Leader, Unilever – (now: Senior HR Business Partner)

„The program and the course leaders have supported me in seeing from an external point of view the professional changes I went through during these two years, and also to reframe these experiences according to various models that we learned in order to make sense for my new identity. The learning community that we formed with my team-mates has been a support since then for facing new challenges. I recommend this program for people already working in HR who would like to expand their professional impact through new theoretical and practical tools; and for managers who would like to discover the potential inherent in HR.”

Decker Zsófia, MOL Plc., HR Partner

„The HRBP program has given me the opportunity to understand my relation to the HRBP role. It has subverted my practical experience in a positive way to get me closer to my true vocation. That is why I recommend this course to HR colleagues who would like to form their thinking about their current and desired role, who are empowered to try out in their own organisation what they learn at the school. This way they can get real work experience during their learning period.”

Angelika Bekk, HR Learning & Development expert, Raiffeisen Bank Zrt.

„I recommend this program for four reasons: first of all, it has given a strong and stable knowledge base for practical experiences gained at work; second it constantly encouraged me to reflect on my expert and leadership roles in my organisation; third, it inspired constant development of myself and my working environment; and last, but not least it allows me access to an extraordinarily wide professional network. This is a unique training program for HR Business Partners in Hungary, I am happy that I have found it!”

Temleitner Zsófia, Robert Bosch Elektronika Kft., HR Business Partner



od partner