

**PROFESSIONAL DEVELOPMENT FOR WOMEN**

Women in Human Resources: From Practitioner to Business Partner

3 day course

Classroom, online or in-house

Course overview

Human resources is one of the few functions where women are well represented and still frequently absent from the decisions that shape the organisation, because the function is treated as administrative until it proves otherwise. This programme is about proving otherwise. Delegates work through the difference between service delivery and business partnering, and the commercial understanding a partner must hold about the operation they support. Reading operational and financial information well enough to challenge a line manager is covered. Influencing without owning the decision is practised, including disagreeing with an executive on evidence. Handling the difficult cases that establish or destroy standing, including a senior person behaving badly, is addressed directly. Building an evidence base from workforce data follows. Positioning the function in a restructure is covered. The programme closes on the route to head of function, on professional qualification and on managing the emotional load the role carries.

What you will learn

- Distinguish service delivery from genuine business partnering
- Hold commercial understanding of the operation you support
- Read operational and financial information well enough to challenge
- Influence and disagree with an executive on evidence
- Handle senior misconduct cases that decide your standing
- Build an evidence base from workforce data
- Position the function in a restructure and progress to head of function

Who should attend

- Women human resources officers and generalists
- Human resources business partners
- Learning, reward and employee relations specialists
- Human resources managers in operational businesses
- Practitioners preparing for a head of function role

Course outline

- 01 Administrative until proven otherwise
- 02 Service delivery against business partnering
- 03 Commercial understanding of the operation
- 04 Reading operational and financial information
- 05 Influencing and disagreeing on evidence
- 06 The senior misconduct case
- 07 Evidence from workforce data
- 08 Restructures, qualification and emotional load

Upcoming dates



Dates	Venue	Format	Fee per delegate
16 to 18 December 2026	Online	Online	R6,500
1 to 3 February 2027	Lagos, Nigeria	Classroom	USD 995
24 to 26 March 2027	Maputo, Mozambique	Classroom	USD 995

Fees and how to register

This 3 day course is **R6,500** per delegate online, **R14,950** in the classroom in South Africa, Botswana, Namibia, Lesotho and Eswatini, and **USD 995** in the classroom elsewhere in Africa. In-house training is quotation on request. Book 2 or more delegates on this course and save 10%.

To register or request an in-house proposal, visit www.afrisciencegroup.com, email info@afriScience.co.za, or WhatsApp us on **+27 63 479 1136**.

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