



# Elevate How HRBPs Contribute to the Business

## Connect with Your Lines of business

Regardless of the support department - Finance, IT, Talent Development, or even Legal - professionals can learn from accomplished HR Business Partners (HRBPs). You can save time and avoid unnecessary effort by learning how HRBPs position themselves to become trusted partners of the business and make substantial strategic contributions.

From his research, Gary DePaul explains the needed behaviors to get a seat at the table and maintain your relevance to the business. From 2020 to 2021, Gary interviewed sixteen HRBPs, managers, and department heads to gain this qualitative insight.

### 7 Success Factors

HRBPs agreed that their successful engagement with the business can be summarized in seven categories.

### The Real HRBP Function

Effective business support is not passive or reactive. How HRBPs function enables them to contribute meaningfully.

### Developing Your Capabilities

Learning and growing into the HRBP role is much more than trial-and-error development.

### Managing HRBPs

Building high-performing HRBP teams requires a substantial amount of coaching and removing specific barriers.



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Invite Gary A. DePaul, PhD, to speak to your people about leadership, culture, HR, allyship, or talent development.



## What to Expect

To deliver excellence, Gary DePaul customizes each presentation. He uses a standard process to minimize client efforts and maximize the experience's value.

### Discover

1. Meet with client to clarify the need, budget, delivery method, and expectations.
2. Sign contract (usually client provided).
3. Sign NDA (recommended).
4. Schedule event.

### Develop

Create deliverables and prepare for the experience.

### Analyze

Meet with 2-3 attendees to discuss their needs and expectations. Meetings are virtual. Example: two meetings - one with a director and another with 2-3 managers.

### Deliver

Facilitate the experience with the targeted audience.

### Report

Discuss the design with client. Upon approval, develop the program experience.

### Follow Up

Meet with client to follow up about the experience. Provide any additional support to strengthen the targeted audience's learning transfer.

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**It isn't enough for HR to  
earn a seat at the table.**

**HR professionals need to  
learn table etiquette and how  
to add value continuously.**

## About Gary A. DePaul, PhD

### Elevate Your People's HR Capabilities

With more than twenty years of professional experience in talent development and performance improvement, Gary works to help others strengthen their ability to lead. He has led teams at Lowe's, Ceridian, Fidelity Information Services, Johnson Controls, and Arthur Anderson. He completed his PhD and EdM at the University of Illinois at Urbana-Champaign. He received his Bachelor of Science in History and Philosophy from the University of Alabama at Birmingham.

Gary has spoken at organizations such as American Express, Bank of America, Air National Guard 145th Airlift Wing, Froedtert Hospital, Roche Canada, Penn State, Notre Dame, and several associations. He has hosted more than 100 podcasts and delivered more than 100 presentations and workshops.

#### Award-Winning Author

Gary has authored two leadership books and one book about clinical training.

#### Podcast and Radio Show Host

Gary hosts the Unlabeled Leadership podcast and The Leadership Playbook Show on KLDL Online Talk Radio.

#### Researcher and Adjunct Professor

Gary researches leadership, HR, and talent development. He teaches leadership at the University of North Carolina at Charlotte.

#### Certified Performance Consultant

Gary consults with businesses to strengthen their leadership, management, and leadership development programs. He is a Certified Performance Technologist (CPT).



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