



Shifting from Tactical to Strategic: How HRBPs Can Uniquely Contribute

You Can Become Proactive

Here's what typically happens: A Business Partner (BP) asks you for a training program. It could be teambuilding, project management, or leadership. What do you do? In this workshop, Gary DePaul, along with Handshaw Inc. associates, work with your business to deliver a workshop that substantially changes how your HRBPs work with their BPs.

In the workshop, HRBPs learn a mental model for working strategically. Developed by Dana Robinson, HRBPs shift from being an order-taker of tactical requests to being a valued partner who can get at root causes and deliver results!

✔ Reframing Solution Requests

BPs want you to execute their solutions. Your job is to re-frame requests to get at strategic needs and identify the interventions that can resolve performance gaps.

✔ Asking Powerful Questions

Asking powerful questions is a technique you learn that enables you to deliver strategic solutions.

✔ Managing Proactive Discussions

Part of your contribution to the business involves having proactive discussions with BPs. You'll learn how the technique to identify business and performance gaps.

✔ Real Application

Through case studies from your business and with exercises with your BPs, learners practice using the model.

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



**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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