

# f-HRBP

 **ITD WORLD**  
Your Global Coaching &  
Leadership Development Partner

## Certification **HUMAN RESOURCE BUSINESS PARTNER**

**Date > 05-07 AUGUST, 2026**

**Venue > Novotel Saigon Centre, 167 Hai Ba Trung, Xuan Hoa Ward, HCMC, Vietnam**



*Transforming*

**HUMAN RESOURCES**



*Enhancing*

**BUSINESS PARTNERING CAPABILITIES**

# f-HRBP



## Certification **HUMAN RESOURCE BUSINESS PARTNER**

**TRANSFORMING**  
human resources

**ENHANCING**  
business partner capabilities

# Benefits of attending this HRBP Program

why attend this 3-day program?

BY ATTENDING THE **3-DAY HRBP PROGRAM**,  
YOU WILL BE ENERGIZED AND HAVE A  
REFORMED HR PROFESSIONAL PERSONA:

- Self-belief in your personal ability to make a strategic difference to the business
- Belief in the strategic value of the HR function
- Confidence to have a strong point of view and express it even if it proves unpopular
- Knowledge and experience of the business and its intricacies and an ability to communicate in business terms
- An ability to build long-term, credible and trusting relationships with business (clients) and with HR colleagues
- A focus on delivering business outcomes through leveraging the whole HR function and acting as a strong role-model for the rest of the HR team



# Objectives of the Program

upon completing program,  
participants will be able to:

- Define the term human resource transformation and mega trends impacting that transformation
- Reflect on and identify strategies to address the key megatrends
- Define the term human resource partnering
- Describe and summarize unique choices in HR transformation and HR partnering
- Examine in depth what Talent Management is and how it can become the focus of HR transformation
- Come up with a blueprint of a Strategic HR transformation and partnering plan and implementation
- Strengthen your personal credibility by building a set of partnering competencies that will make a difference to the business in strategy, change management, and organizational development and performance front
- Establish an effective HR Metrics and Analytics framework that provides critical business insights to the human capital model of the enterprise
- Deliver a differentiated and distinct integrated talent management capability to the enterprise
- Leverage AI and people analytics to elevate HRBP contributions, from descriptive reporting to predictive and prescriptive insights, and apply the Cognitive 6Rs framework to thrive as a future-ready HR leader in the digital era.

# Who Should Attend

Vice Presidents, Directors, HR Managers, OD Practitioners and Senior Executives responsible for HR functions

# Program Outline



## A Detailed Look At the Modules & Curriculum (cont'd)

### MODULE 1 – HR TRANSFORMATION

- HRBP In Strategic HR & Organization Transformation – Becoming A Capability Designer
- Ulrich's 4 Quadrants of HR Work
  - Strategic Player, Administrative Expert, Employee Contribution, Change Agent
- HRBP Role In Building Organization Capabilities
  - Capacity + Ability = Capability
- Symbiosis Between Line Manager and HR for People Management = Clarifying Roles & Responsibilities
- HR Transformation Is Not for HR – 5 Key Lessons form the Alight 2020 Research

### MODULE 2 – HRBP MINDSETS & COMPETENCIES

- HR as a Competitive Advantage – HR Transformation with Outside-In HR
- Ulrich's RBL HRCS 5 Competencies
- Simplifies Complexity/Advances Human Capability/Fosters Collaboration/Accelerated Business/ Mobilizes Information
- Agile HRBPs Mindsets – FLAG Framework
- HRBP Integrated Competencies Model) HRBP + OD = HR Business Strategist

### MODULE 3 – CHANGE IN DIGITAL AGE

- Leading Change<sup>2</sup> in A Digital Age
  - Squared Pace, Squared Impact, Agile Change
- 6 Digital Change Leaders Persona (Gartner Assessment)
  - Adventurer, Ambassador, Clarifier, Cartographer, Attractor, Curator
  - HRBP's Role in Digital Change
- Digital Transformation Strategy
  - Dx – What Change, Why & Who Change, What & Who Change
- Designing The Digital 3Ws Transformation
  - Digital Workforce, Digital Workflow, Digital Workplace
  - Design the Future With Eoyang's Adaptive Action: What Patterns, So What, Now What

## A Detailed Look At the Modules & Curriculum (cont'd)

### MODULE 4 – CHANGE FRAMEWORKS & TOOLS

#### Leading Successful Change – Change Capability?

- Ready, Willing, Able & Sustainable
- The ADKAR Model
- The Kotter's 8-StepS Change Model
- Future Visioning
  - McKinsey's 7 S Model
  - Draw Your Future – See It, Believe IT, Act On IT
- Forming Powerful Change Coalitions
  - Mapping Your Change Community
  - Analysis of Power vs Interest in Community
- Overcoming Change Resistance
  - Lewi's Force Field Analysis
  - 4 Dimensions of Change Dialogue
- Building On The Change
- Sustaining Change As New Normal
  - 5 Critical Successful Factors For Institutionalizing Change

### MODULE 5 – ORGANIZATION DEVELOPMENT (OD)

- OD As Internal Consultants?
  - Peter Block's 7Cs of Flawless Consulting
  - 5 Levels of Organization Vitality/ Health
- Conducting OD With Proper Process (Inquiry, Insights, Actions)
  - 3 Phases of Design Thinking (Research, Plan, Implement)
  - Hx, Sx, Dx, Tx for OD Total Care
- OD Tools & Techniques
  - ARM – Action Research Method
  - ODI (Organization Development Interventions) Cycle
- OD Begins With Questions, Not Solutions
  - The 4Ds approach to AI (Appreciative Inquiry)
  - Marilee Adams: Learner Questions, Judger Questions, Switching Questions

### MODULE 6 – LEVERAGING AI TO ENABLE STRATEGIC HRBP CONTRIBUTIONS

- 4 Stages of Analytics Capability
  - Descriptive/ Diagnostic/ Predictive/ Prescriptive
  - Working In Business/ Evaluating Business/ Working On The Business/ Enabling the Business
- Foundation of AI - Exploring Metrics Requiring New Data Bases
  - Changing the Analytic Logics – From Traditional to Advanced
  - Bersin's 4 Aspects of Data Acquisition vs Operational & Strategic Analysis
- Fundamental AI vs OD Competencies for HRBPs – Same vs Similar vs Hybrid
- Foundational Cognitive 6Rs for AI & Digital Era
  - Reframing/Reflecting
  - Referencing/Reasoning
  - Relating/Reinventing

# Course Leader Profile

## KC Yan



- KC is a Human Resource Practitioner with extensive experience in manufacturing and service industry, with a number of leading global MNCs
- Senior Principle Consultant at ITD World, Corporate Director at ITD Asia and Director for ARTDO
- Sr Human Resources Director, Asia-Pacific & Japan of Freescale Semiconductor
- Responsible for business HR in 9 countries (Japan, Korea, China, Taiwan, Hong Kong, Malaysia, Singapore, India, Australia)
- Spin off from Motorola SPS, set up new performance culture, win in business, strategic talent life cycle development, from public to private LBO, build best in class regional HR leadership team
- Human Resources Director, Asia-Pacific & Japan of Motorola Semiconductor Product Sector
- Sr Human Resource Business Partner Reinsurance Asia of Swiss Reinsurance Company
- Head of Human Resources, Asia-Pacific
- Dual reporting to Group Executive Council Member & CEO of Asia Division in Hong Kong and Group Management Board Member & Group Head of Human Resources in Zurich (for Head Asia HR role) and MD Head of HR for Reinsurance
- Certified Coaching & Mentoring Professional
- Speaker at a variety of International and Regional for Creative Leadership, Corporate Executive Board and Conference Board
- Master in Industrial Management from University of East Asia, Macau

# Endorsement



KC was my Senior Human Resources business partner for my role as Regional President AsiaPacific for Swiss Re Group.

We built an effective relationship where he operated as a key sounding board and KC led HR related strategic discussions with the Asia Management Team.

Our key focus was resourcing and succession. Matters of talent engagement, retention and motivation were high on our agenda. KC was highly engaged, often at the individual person level in career discussions and made a valuable contribution to our success.



**MARTYN PARKER**

*Member of Group Management Board Chairman,  
Global Partnerships SWISS REINSURANCE GROUP*



I have known KC Yan for over 15 years and he has impressed me as a person of high integrity and wealth of knowledge. KC had worked with me at Motorola Semiconductor as the Director of Human Resources for the Asia-Pacific Region.

We had worked closely in many areas, including compensation plan, performance evaluation, talent retention, competitive benchmarking, leadership training, talent pipeline and much more.

In addition, KC was also a key staff on my Asia Country Management Council, covering China, Hong Kong SAR, Japan, Korea, Malaysia, India, Singapore and Australia on strategic issues. His deep insights in organization development had contributed to the fast business expansion at the time. I believe his knowledge and skill set should benefit many of the companies seeking for performance excellence.



**JOE YIU**

*Chairman Emeritus Asia Region  
FREESCALE SEMICONDUCTOR LTD  
Formerly Executive Vice-President & General  
Manager  
Motorola Semiconductor Products Sector/Freescale*



I was privileged to work with KC Yan at Freescale Semiconductor. KC's strength lies in his keen ability to translate business strategies into granular bites for practical execution on the ground.

With his sharp analytical mind, he can "connect the dots" in the business with ease.

His strategic HR work around talent management and engagement has great impact on workforce retention. Certainly an excellent HR strategist with a well-balanced view of what makes business sense!



**DATO' MOHD KHALIS ABDUL RAHIM**

*Human Capital Officer  
Malaysian Airlines Bhd*

## Clients include

**VIETNAM** – Vietinbank, Vietnamworks, Petro Vietnam Drilling, VinGroup  
**MALAYSIA** – Intel Malaysia, Osram Malaysia, B Braun Asia-Pacific, Motorola Solutions Malaysia, First Solar, Guinness Anchor Bhd., Robert Bosch, LotteChem Titan, University Sains Malaysia Graduate Business School, Shangri-La Hotels  
**MAURITIUS** – Institutional Expertise Services, Mauritius Civil Service College  
**SINGAPORE** – Schneider Electric Asia-Pacific  
**THAILAND** – Inter Thai Pharmaceutical, ThaiBev  
**AFRICA** – Africa World Scout Council  
**INDONESIA** – Citibank Jakarta

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## Mission

Transforming Leaders and Changing the World for the Better.

## Vision

The #1 Global Coaching and Leadership Development Partner.

## Core Values (LISTEN):

Love, Innovation, Synergy, Trust, Excellence and Nurture.

## Competitive Advantage Statement:

ITD World is an award-winning Multinational Corporation that provides the world's best coaching and leadership development solutions to leading global organizations. We offer comprehensive & innovative solutions that produce superior results

## Core Activities and Resources:

Talent and Leadership Development; Corporate Training, and Consulting; Team and Executive Coaching, Professional Competency Certification; Mega Events and Seminars; Coaches, Mentors and Speakers Bureau; Community Services and Campaigns. Over 308 world-class programs and more than 200 dedicated mega gurus, top international resource persons, trainers, speakers, coaches and consultants from around the world.

## Exclusive Mega Gurus:

Dr. Marshall Goldsmith, John Mattone, Dr. William Rothwell, Dr. Peter Chee, Thomas G. Crane, Dr. John C. Maxwell, Marcia Reynolds, Darelyn DJ Mitsch, Arthur Carmazzi & Brenda Bence

## Quality Certification, Awards & Publications:



Winner of the **ARTDO International HRD Excellence Award** in recognition for outstanding contribution to international Human Resource Development.



Bestowed the Brand Laureate International Award for the Best Brand in Training.



Cutting edge books co-authored with the world's Top Mega Gurus- "5 Levels of Mastery", "Coaching for Breakthrough Success", "12 Disciplines of Leadership Excellence", "Becoming an Effective Mentoring Leader," and "Leader's Daily Role in Talent Management".

## Clients:

Intel, IBM, United Nations Missions, American Embassy, Western Digital, Agilent, Dell, AMS, Motorola, Nike, First Solar, Accenture, Citibank, Central Bank of Malaysia & Philippines, ThaiBev, LinkedIn, Adobe, Micron, DHL, OSRAM, Infineon, Siemens, B Braun, Bosch, Schneider, Toyota, Ajinomoto, Samsung, UOB Bank, AEON, Swire Shipping, Dominos, Siam Cement Group, CP Group, Sacombank, PetroVietnam, Petron, SM Supermalls, Malaysia Airlines, Vingroup, Philippine Airlines, Shangri-La Hotels, Sheraton, Prudential, AIA, GSK, MSD, Bayer, Johnson & Johnson, Unilever, Nestle, Coca-Cola.



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