



# Strategic Business Partner: Aligning People Strategies with Business Goals

*Dana Gaines Robinson, James C Robinson*

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There is no more critical role for today's human resource professionals than that of Strategic Business partner (SBP). SBPs demonstrate competence in many ways ? through their questioning of clients, their knowledge of the business, and their ability to translate business needs into performance requirements and people initiatives. But performing effectively as an SBP requires use of a mental model as a guide or rudder. This practical book provides that model. Experts Dana and Jim Robinson describe the four key concepts integral to this mental model and critical to success as an SBP. They describe the three accountabilities SBPs must accomplish: access to those accountable for achieving business results; credibility with clients; and trustworthiness for delivering results, working with integrity, and supporting the organization's values. The authors' detailed analysis of this subject makes *Strategic Business Partner* required reading for human resource pros on the way up the ladder.

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