



# Fostering HR Excellence at A Leading Multinational Technology Company



Aon Learning Center, a global leader in custom learning solutions, partnered with the firm to design and deliver a tailored **HR Capability Building Program for HR Business Partners (HRBPs)** across junior, mid, and senior levels.

Aon's innovative, client-centric approach empowered the HR team to align with business objectives, enhance strategic decision-making, and foster a culture of impactful leadership.



# The Challenge

Elevating HR to Strategic Partnership

The client sought to evolve HR into a strategic ally, tackling business complexities with data insights and nurturing a culture of storytelling and innovation. Key challenges included:

1

## Skill Gaps Across Levels

Junior HRBPs needed foundational skills, mid-level professionals required advanced business acumen, and senior leaders sought expertise in strategic influence and emerging technologies like AI.

2

## Alignment with Business Goals

HRBPs needed to shift from transactional roles to strategic advisors, aligning HR initiatives with the client's global growth objectives.

3

## Scalability and Consistency

With a diverse, global workforce, the client required a scalable program that maintained consistency while addressing varied experience levels.

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**Aon** was tasked with designing a comprehensive learning journey that would bridge these gaps, enhance HR capabilities, and deliver measurable business impact.

# Aon's Solution

## A Bespoke HR Capability Building Program

Aon leveraged its global expertise and proprietary methodologies to craft a **customized learning journey** for the client's HRBPs. The program, delivered virtually, was structured into three distinct tracks—**Empower Path, HR Excelerate, and HR Elite**—tailored to junior, mid, and senior HRBPs, respectively.

## Program Design and Execution

### 1. Stakeholder Alignment:

- Conducted focus groups with HRBPs, business leaders, and HR stakeholders to clarify objectives.
- Developed a straw-man framework for learning objectives, validated through collaborative design discussions with the client.

### 2. Tailored Content Development:

- Designed 27 modules across the three tracks, covering topics such as Job Evaluation, Art of Storytelling, and Technology and AI Trends in HR.
- Incorporated real-world case studies, interactive activities, and pre-reads to ensure practical application.

### 3. Engaging Delivery:

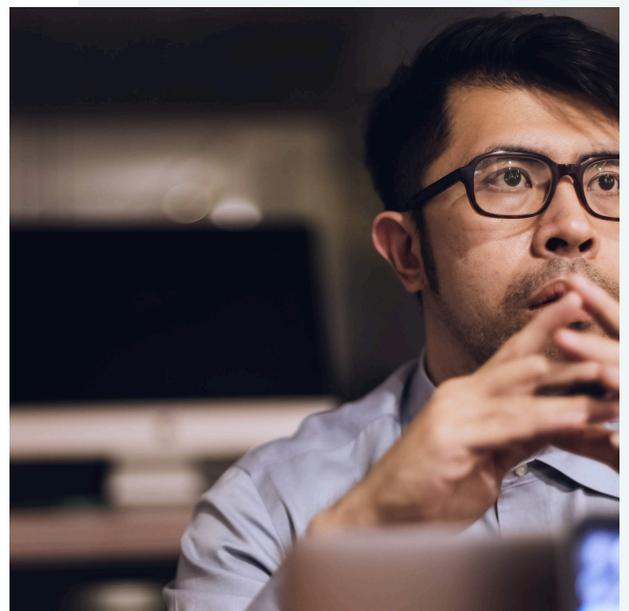
- Delivered half-a-day, facilitator-led virtual sessions by Aon's expert facilitators, including industry leaders.
- Utilized innovative methodologies like the SIP Framework (Situation, Implication, Proposal) and hands-on AI tool practice to drive engagement.

### 4. Continuous Assessment:

- Optional pre-assessments identified strengths and development areas.
- Post-session assignments and feedback loops ensured knowledge retention and application.

- **Empower Path:** Focused on foundational HR skills, including job evaluation and grade structure transitions.
- **HR Excelerate:** Emphasized advanced business partnering, data-driven storytelling, and strategic influence.
- **HR Elite:** Targeted senior HRBPs with modules on AI trends, prompt engineering, and leadership storytelling.

Key Modules:



# Impact

## Driving Strategic HR Excellence

The program delivered transformative results, positioning the client's HR function as a strategic powerhouse.

- **Enhanced Strategic Capability:** 75% of participants reported improved confidence in aligning HR initiatives with business strategy, as measured by post-program surveys.
- **Increased Data-Driven Decision-Making:** HRBPs adopted the SIP Framework, leading to a 30% increase in stakeholder buy-in for HR proposals.
- **AI and Technology Adoption:** Senior HRBPs mastered prompt engineering and AI tools, streamlining HR processes by 25% in pilot projects.
- **Cultural Transformation:** The Art of Storytelling module fostered a narrative-driven culture, with 80% of participants integrating storytelling into stakeholder communications.



**75%**

Improved strategic alignment

**25%**

Efficiency gain in HR processes

**30%**

Improved stakeholder buy-in

**80%**

Adoption of storytelling techniques

# Why Aon?

A Client-Centric Approach

Aon's success with this engagement underscores its commitment to delivering innovative, tailored solutions:

## Global Expertise

Leveraged Aon's **50,000** colleagues across **120+** countries and insights from flagship market surveys.

## Best-in-Class Facilitators

Engaged experts with **20–30** years of experience. With accreditations from:



## Customized Learning Journeys

Designed programs that addressed the client's unique needs, ensuring relevance and impact.

## Scalable Virtual Delivery

Enabled consistent, high-quality training across the client's global HR teams

# Client Testimonial

*“Aon’s HR Capability Building Program transformed our HR function into a strategic partner. The tailored modules, expert facilitators, and practical focus empowered our HRBPs to drive measurable business outcomes. Aon’s partnership was instrumental in aligning our HR strategy with the client’s growth vision.”*  
—HR Leadership

# A Blueprint for HR Transformation

Aon's collaboration with the client showcases how focused capability enhancement can unleash HR teams' potential, transforming HRBPs into strategic leaders ready to tackle the evolving work landscape.

This serves as a testament to Aon's ability to deliver **transformative learning solutions** that create lasting impact.

# Get in Touch



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