€TRAINING

Seminar: Leading Strategic HR Transformation



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Introduction:

The way forward for today's HR professionals is to contribute to the business at a strategic level. The Chartered Institute of Personnel has published numerous articles on the new business needs for HR - all indicating the new need - for HR to be a strategic partner.

The question is - How to do it? - this program will provide the answers and will give you both the skills and knowledge to make a difference and to make the transition from a provider to a strategic partner. The latter is of course an added value activity and as such is normally higher paid. Making the transition to the executive level requires a different skillset and also mastery of the strategic process.

Course Objectives:

At the end of this course the participants will be able to:

- Master the new HR strategic process
- Be able to transform strategic requirements into HR objectives using the 6 S model
- Create HR strategic action plans to achieve business objectives
- Provide innovative predictive information
- Have practiced business information interviews and presenting results
- See the big picture for the future of employment and performance through people
- Build their professional confidence
- Write business action plans to delegate strategic tasks
- Translate current trends to maximize Human Capital investment
- Demonstrate fiscal control and creating ROI
- Know what HR trends to report on and be able to master emergency planning
- Manage an HR team to produce strategic results

Targeted Audience:

- All HR Staff and HR Practitioners
- HR Managers & Directors
- HR Business Partners
- Anyone who needs to understand HR strategy
- People moving into HR from other roles

Course Outlines:

Unit 1: The Formulation of Strategy:

- Why taking HR to executive level is such a good idea - greater opportunities, bigger job - long term security & it's what world-class businesses want
- Where strategy fits with the Vision, mission, and operating plans
- The traditional approach to strategic planning
- The new HR model - 10 steps needed to form an HR strategy
- The strategic model how it works

Unit 2: Key Performance Factors - Maximising Human Capital:

- Measurement tools -organizational maturity, corporate culture, etc.
- Relationship between performance and competence
- Valuing human capital - how to do it
- Critical performance indicators
- Presenting at the executive level

Unit 3: Understanding and Being Able to Act on High-Level HR Trends:

- World trends - employment, inclusion, new employee expectations
- World business trends - leadership, team working, employment/ supervision ratios
- Changing Trends relating to HR