

Leadership Bootcamp for HR Professionals Training

Description

Introduction

This intensive programme is designed to equip potential HR leaders with the insights and thinking needed to bring HR to the Boardroom and take its rightful place at a strategic level. Many HR Professionals find that their ability to progress their career within their organisations to higher management and board level is limited not by their ability and skills but by the perception that HR is not always a mainstream and strategic activity.

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The ability to present convincing arguments at the highest level for investment in people in terms of training, development and associated HR activities demands professionals who are regarded as highly competent and respected for their knowledge and visible contribution to the bottom line. This ability is a critical skill for all ambitious HR professionals. The course will equip delegates with the necessary skills and confidence.

This course will feature:

- Stimulating exercises and role plays which are planned carefully to allow delegates to examine and undertake real-life situations and experiences.
- Active participation to practice and apply different skills and styles – experience which can be taken back to the workplace.
- Extensive and constructive feedback throughout the course from the tutor, from fellow delegates and from self-review.

Objectives

- Appreciate the contribution of HR to the overall success of the organisation
- Appreciate the links between HR and other success critical activities
- Identify and develop critical skills needed for strategic decision-making
- Develop effective persuasive and discursive skills
- Show the HR Professional and their function as competent and respected

Content

Day One

HR Functions, relation to other functions and the operating environment

- Development of HR from welfare to business partner
- Specialist functions
- Building bridges with other functions
- Understanding the internal environment
- Understanding the external environment

KEYNOTE ACTIVITY: 'Analysing the Operating Environment'

Day Two

What is Leadership, Management versus Leadership, Styles of Leadership

- Defining Leadership
- Differences between Management and Leadership
- Understanding and applying different styles
- Making the transition from Manager to Leader

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KEYNOTE ACTIVITY: 'The Manager's Dilemma – A Case Study'

Day Three

Importance of a Professional persona, placing the HR function at the forefront

- Marketing the HR function
- Enhancing personal image and gaining respect
- Becoming an expert communicator
- 'Master class' session in presentation skills

KEYNOTE ACTIVITY: Individual Presentations

Day Four

Strategic Thinking and Decision Making

- Strategic versus tactical thinking
- Models of decision-making
- Summarising information into meaningful argument
- Presenting a logical argument
- Understanding and dealing with disagreement and objections
- Dealing with conflict and confrontation

KEYNOTE ACTIVITY: 'Case Study in Strategic Decision Making – The Charity Donation'

Day Five

Analysing data to understand trends and make accurate forecasts

- Turning HR Data into information to understand trends
- Making numbers easy to understand
- Presenting data
- Making forecasts based on analysed information

KEYNOTE ACTIVITY: 'Human Resource Planning Case Study'

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