Leading Strategic HR Transformation Training

Description

Introduction

This course will show HR professionals how they can contribute to the business at strategic level and become a true strategic partner. It will give delegates the skills and knowledge to make the transition from a service provider to a strategic partner – to make sure the organization meet the general business conditions and achieve stakeholder expectations.

HR Transformation is about driving business results and hence this course will help delegates deliver more than just basic administration but more on transformation efforts designed to improve HR functionality and services that will align to corporate goals and strategies like quality, productivity, internal and external customer satisfaction.

This course will feature:

- The development of strategic HRM (SHRM)
- The New HR Models
- Business partners, shared services, centres of expertise
- Understanding the importance of business models
- How to develop HR Strategy and align HR Strategy to Corporate Strategy

Objectives

- Formulate a plan to transform strategic requirements into HR objectives
- Create the HR strategic action plan to achieve business objectives
- Formulate a Business Model Plan using the Business Model Canvas for SHRM
- Evaluate HR's role in strategy development and implementation
- Explain the concept of business strategy

Content

Day One

The Foundations of HR Strategy

- Introductions and course objectives
- Development of Strategic HRM
- The New HR Models
- The Business Partner model
- Understanding strategy
- Steps needed to form the HR strategy

Day Two

Translating Strategy into Business Models

- Formation of Strategic objectives
- Mission Statement Creation
- SHRM Metrics
- Creating a Business Model
- Business model canvas for SHRM
- Cost Structures

Day Three

Practical Strategic Analysis Tools

- Measurement tools – organisational maturity, corporate culture etc.
- Strategic Analysis Tools
- SWOT & PEST Analysis
- Five Forces Analysis
- Balanced Scorecards
- Human Resources accounting model

Day Four

Understanding HR Trends

- Employment trends impacting on HR
- World business trends impacting on HR
- Leadership and HR
- Team Working
- Retention Issues
- The future of HR

Day Five

Evaluating HR Function

- Predictive Trends & Analytics

- Software for predictive planning and trend analysis
- A Practical Example of Measurement – Absenteeism
- HR's Contribution to Added Value
- Evaluating the HR Function
- Ways of Evaluating the HR Function

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