

Masterclass in HR Strategy

Leading Strategic HR Transformation

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(5 Days Training Course)



Course Outline

Why Choose this Training Course?

All HR Professionals need to contribute to the organisation at a strategic level and become a true strategic partner. This contemporary course will show you how to do this and will give you the skills and knowledge to make the transition from a service provider to a strategic partner – to make sure the organisation meets stakeholder expectations.

Strategic HRM (SHRM) is about attracting, developing, rewarding, and retaining employees for the benefit of both the employees as individuals and the organisation. Thus, the goals of an HR Department should reflect and support the goals of the rest of the organisation.

HR Transformation is about driving results, and hence this training course will help delegates deliver more than just necessary 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 meaning and practice of strategic HRM (SHRM)
How to develop a plan to transform HRM in your organisation
Formulate a Business Model Plan for SHRM
Evaluate HR's role in strategy development and implementation
How to build HR Strategy and align HR Strategy with Corporate Strategy

By the end of this Course, participants will be able to:

- * Explain in their own words, the concept of business strategy
- * Formulate a plan to transform strategic requirements into HR objectives
- * Illustrate examples of techniques and methodologies applicable to strategy formation including SWOT, PEST, PESTLE, Five Forces Analysis & Balanced Scorecards
- * Formulate a Business Model Plan using the Business Model Canvas (BMC)
- * Evaluate HR's role in strategy development and implementation

This course is suitable for a wide range of professionals but will greatly benefit:

- * Anyone who needs to learn about the essentials of SHRM
- * All HR Staff and HR Practitioners
- * HR Managers
- * HR Directors
- * Planners, Strategic Planners
- * HR Business Partners
- * Anyone who needs to understand HR strategy
- * People moving into HR from other roles

Course Outline

Day One: The Meaning and Practice of Strategic HR

Understanding strategy
Development of Strategic HRM
The New HR Models
The Business Partner model
Shared services & Centres of expertise
Steps needed to form an HR strategy

Day Two: Translating Strategy into Business Models

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

Day Three: Practical Strategic Analysis Tools for SHRM

Measurement tools – organisational maturity & corporate culture.
Strategic Analysis Tools
SWOT and PESTLE
Using 5-Forces Analysis
An introduction to Balanced Scorecards
Human Resources accounting model

Day Four: Organisational Trends Impacting Organisations

Employment trends impacting on HR
World business trends affecting 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
Personal Action Planning