



Synchronised strategies build
the greatest workplaces


LINKING HUMAN RESOURCES WITH BUSINESS STRATEGY

**AUGUST 19-21, 2018
HYDERABAD**

Linking Human Resources with Business Strategy

Synchronised strategies build the greatest workplaces

Globally, the pressures on Human Resource (HR) departments have increased manifold to ensure that a workforce's performance meets international standards. This can only happen when a strong link is formed between a company's strategic priorities, work culture, the profile of talent, and effective HR management. To meet stakeholder expectations, and be both effective and efficient – HR departments need to maintain a high level of business rigour.



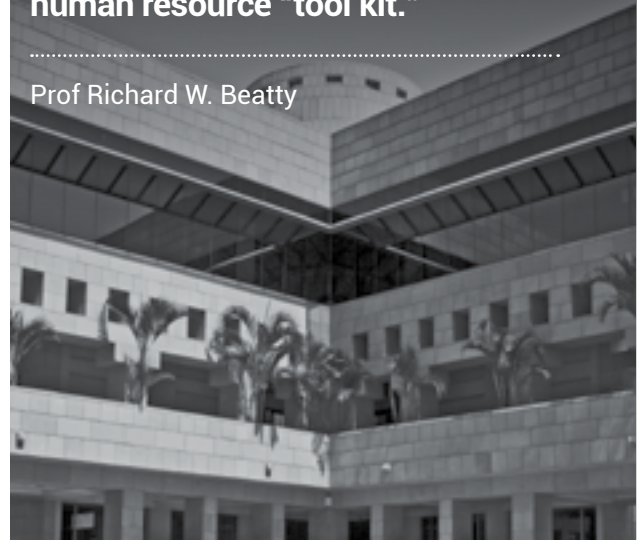
The alignment HR needs to drive is between individual capabilities and what problems in an organisation those capabilities can solve. The issue is that organisations try to align those capabilities with job titles and functions – not with problems. - **FORBES LEADERSHIP INSIGHTS**

About the Programme

The focus of this programme is to help HR professionals drive the development of “great” work places. It will guide you through HR best practices and identifying and building a strategic workforce that delivers strategic success, consistently. The programme also explores developing the metrics by which to hold managers and HR accountable for managing this workforce.

I'd say my specialty is working with organisations to design and implement strategic change initiatives, with a specific emphasis on building workforce capabilities through the human resource “tool kit.”

Prof Richard W. Beatty



Key Concepts Covered

Building strategic insights

This programme will help you recognise the need to create linkages between business leadership across functions. HR leaders who can see a wide-angle view of the company can most effectively create value for the firm. The initial step is to understand the core problem that each function in the company must solve. The strategic insights one needs to understand the scope of these problems can only be attained through cross-functional collaboration.

Building aligned teams

HR leaders can contribute significant strategic value by aligning an organisation's recruitment effort with

the problems it needs to solve. Finding the right people for the right job and function is critical. This alignment extends beyond just work experience – to include aligned behaviours, ethic, style, energy, and outlook. This programme helps you recognise how to see through the lens of strategic alignments, and tap into the human resource “tool kit”.

Measuring your impact

This programme guides you through best practices and multiple ways of measuring the impact that you, as the HR function, have on your firm. From revenue-per-employer to loss of performers in your key and hard to replace jobs, each metric discussed can help you build a framework that best fits your company's needs.

Who should attend?

HR directors, lead HR-business partners and senior professionals heading the HR function.

This programme is for you if you are responsible for bringing in synergy between business strategy and your company's HR function. Leaders who are responsible for managing the 'human capital' of the organisation, and recognise the pivotal role that HR plays in building a great firm, are the right fit for this programme.

Levels

SENIOR | TOP LEADERSHIP

What you will learn

- Linking workforce strategy to business strategy
- Building a workforce with clear strategic focus
- Identifying capabilities that create a competitive advantage for individual employees
- Developing a workforce that creates customer and economic value
- Aligning, integrating and differentiating the HR function to create value for the firm
- Learn how to measure the impact of HR on the firm's business strategy



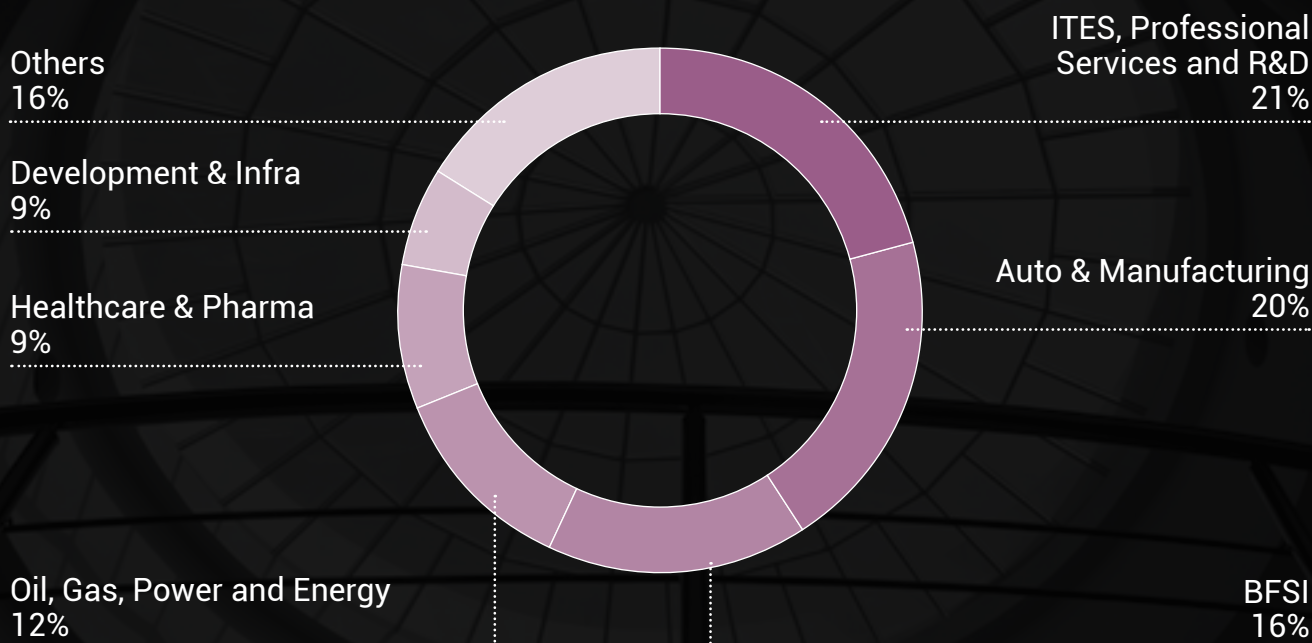
Indicative list of Past Participating Companies

Hindustan Aeronautics Ltd
Maruti Suzuki India Ltd
Royal Bank of Scotland
Deutsche Bank
Aliens Group
ITC Limited
Government of Punjab
Novartis Healthcare Pvt Ltd
Microsoft India (R & D) Pvt Ltd
Hindustan Petroleum Corporation Ltd
GAIL (India) Ltd
Siemens Ltd



Industry-wise Participants

(Over the past 6 years)



Key day-wise outcomes



- An Introduction to the Programme
- Strategic Workforce Planning: An Overview
- Strategic Capabilities
- Identifying Strategic Capability Gaps



- Strategic Positions
- Strategic Talent – Case Discussion
- New Rules to Govern the Workforce



- Aligning, Integrating and Differentiating HR Practices
- Communication Selection
- Development, Rewards, and Performance Management
- Work Design
- Your Re-Entry Leadership Agenda



Faculty



Richard W. Beatty, Ph.D.,

He is a core faculty member at the University of Michigan's Executive Education Center; Professor of Human Resource Management at Rutgers University; Director, Executive Master's in HR Leadership (Rutgers); Director, Executive Master's in HR Leadership - Europe (Boccon University, Milan, Italy, and Rutgers).

Programme Details

August 19 (9.00 am) - August 21 (5.00 pm), 2018 - ISB Hyderabad

INR 1,20,000 plus GST @ 18%

Fee includes food and accommodation at the ISB campus
or at an equivalent facility based on availability

How to apply

Download the application form at www.isb.edu/cee/apply and follow the mailing instructions mentioned therein (or)

Write to us at execed@isb.edu (or)

Call us on +91 40 2300 7041/42

For further information about the programme, visit www.isb.edu/cee/LHRBS



Indian School of Business, Hyderabad | Mohali

Marketing Services, Centre for Executive Education
Gachibowli, Hyderabad - 500 111, Telangana, India.

P : +91 40 2300 7041/42

F : +91 40 2300 7040

E : execed@isb.edu | www.isb.edu/cee

f facebook.com/isbcee

t twitter.com/isb_cee

in linkedin.com/company/isb_cee

Corporate Identity Number: U80100TG1997NPL036631

[CLICK HERE](#)

to discover the benefits of being a part of the vibrant CEE Alumni community.