



Transformational HR, Learning & Development

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Why Choose this Course?

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.

Who is this Course for?

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

- All HR Staff and HR Practitioners
- HR/Personnel Managers
- Planners, Strategic Planners
- HR Business Partners
- Anyone who needs to understand HR strategy

How will this be presented?

This course will utilize a variety of proven adult learning techniques to ensure maximum understanding, comprehension and retention of the information

presented. This includes dynamic presentations support each of the topics together with interactive trainer lead sessions of discussion.

There will also be numerous practical sessions where participants have the opportunity to participate and experience topics, case studies, DVD' video presentations, small group work, exercises and feedback will be used to facilitate learning.

The Course Contents:

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 – organizational 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