



Developing leadership and strategic
skills for human resources



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Introduction:

The way forward for today's HR professionals is to contribute to the business at a strategic level. The Chartered Institute of Personnel has published numerous articles on the new business needs for HR - all indicating the new need - for HR to be a strategic partner.

The question is - How to do it? - this program will provide the answers and will give you both the skills and knowledge to make a difference and to make the transition from a provider to a strategic partner. The latter is of course an added value activity and as such is normally higher paid. Making the transition to the executive level requires a different skillset and also mastery of the strategic process.

Targeted Groups:

- All HR Staff and HR Practitioners
- HR Managers & Directors
- HR Business Partners
- Anyone who needs to understand HR strategy
- People moving into HR from other roles

Course Objectives:

At the end of this course the participants will be able to:

- Master the new HR strategic process
- Be able to transform strategic requirements into HR objectives using the 6 S model
- Create HR strategic action plans to achieve business objectives
- Provide innovative predictive information
- Have practiced business information interviews and presenting results
- See the big picture for the future of employment and performance through people
- Build their professional confidence
- Write business action plans to delegate strategic tasks
- Translate current trends to maximize Human Capital investment
- Demonstrate fiscal control and creating ROI
- Know what HR trends to report on and be able to master emergency planning
- Manage an HR team to produce strategic results

Targeted Competencies:

- Strategic thinking using the 4 step model
- Planning
- Analytical thinking
- Creativity and step innovation
- Writing outlines for the 6 S process
- Mastery of the construction of Business action plans
- Use and mastery of HR statistical packages
- Personal presentation skills
- International HR law
- Manpower planning

Course Content:

Unit 1: The Formulation of Strategy:

- Why taking HR to executive level is such a good idea - greater opportunities, bigger job - long term security & it's what world-class businesses want
- Where strategy fits with the Vision, mission and operating plans
- Traditional approach to strategic planning
- The new HR model - 10 steps needed to form an HR strategy
- The strategic model how it works

Unit 2: Translating Strategic Requirements into Business Action Plans:

- Including the Formation of HR Budgets
- The formation of Strategic objectives and how to translate them into the HR 6 S model
- Building Business actions plans
- Building Strategic action plans - getting others committed. No SAP - what can happen
- Producing Executive financial information - unit costs and spend analysis

Unit 3: Mastering Predictive Trends & Management Information:

- Getting the Big Picture
- Why executives need predictive information
- Executive must be good at predictive information - trend analyze
- Software for predictive planning and trend analysis
- Other predictive factors to review, succession planning, emergency planning

Unit 4: Key Performance Factors - Maximising Human Capital:

- Measurement tools -organizational maturity, corporate culture, etc.
- Relationship between performance and competence
- Valuing human capital - how to do it
- Critical performance indicators
- Presenting at executive level

Unit 5: Understanding and Being Able to Act on High-Level HR



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Trends:

- World trends - employment, inclusion, new employee expectations
- World business trends - leadership, team working, employment/ supervision ratios
- Changing Trends relating to HR