



PROJACS ACADEMY
by @egis



Leading Strategic HR Transformation

قيادة التحول الاستراتيجي للموارد البشرية

06 – 10 November 2023

London / United Kingdom

Introduction

HR Departments worldwide are being asked to transform, be more strategic, and deliver organizational goals. But how do you become a true strategic partner? This Leading Strategic HR Transformation training course provides participants with the skills and knowledge to make the transition from a service provider to a strategic partner – to make sure the organization meets stakeholder expectations. This is an essential course for any HR Professional in any organization.

HR Transformation is about driving results, and hence this very practical Leading Strategic HR Transformation training course will help you deliver more than just administration, but transformation efforts designed to improve HR services that will align to organizational goals and strategies such as increased performance, stakeholder engagement and an HR Department that delivers results.

Objectives

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

- Formulate a plan to transform strategic requirements into HR objectives
- Conduct a stakeholder analysis
- Illustrate examples of methodologies applicable to strategy formation including SWOT, PESTLE, Five-Forces
- Formulate a Business Model Plan using the Business Model Canvas (BMC)
- Evaluate HR's role in strategy development and implementation

Who Should Attend?

- 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 Outline

Day One

Day One

The Practice of Strategic HR

- Understanding organizational strategy
- Development of Strategic HRM
- The New HR Models
- Business Partners, Shared Services & Centers of Expertise
- Steps needed to form an HR strategy

Day Two

Business Models and Stakeholder Analysis

- An introduction to stakeholder analysis
- Who are your stakeholders?
- Tools for stakeholder analysis
- Creating a Business Model
- Business model canvas for SHRM

Day Three

Practical Analysis Tools for SHRM

- Strategic Analysis Tools
- SWOT and PESTLE
- Using 5-Forces Analysis
- An introduction to Balanced Scorecards
- SHRM Metrics

Day Four

Trends Impacting Organizations and HR

- Trends impacting on HR
- Leadership and HR
- Team Working
- Retention Issues
- The future of HR

Day Five

Evaluating your HR Function

- 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

Training Method

- Pre-assessment
- Live group instruction
- Use of real-world examples, case studies and exercises
- Interactive participation and discussion
- Power point presentation, LCD and flip chart
- Group activities and tests
- Each participant receives a 7" Tablet containing a copy of the presentation, slides and handouts
- Post-assessment

Program Support

This program is supported by interactive discussions, role-play, case studies and highlight the techniques available to the participants.

Schedule

The course agenda will be as follows:

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|---------------------|------------------|
| • Technical Session | 08.30-10.00 am |
| • Coffee Break | 10.00-10.15 am |
| • Technical Session | 10.15-12.15 noon |
| • Coffee Break | 12.15-12.45 pm |
| • Technical Session | 12.45-02.30 pm |
| • Course Ends | 02.30 pm |

Course Fees*

- **5,200 USD**
**VAT is Excluded If Applicable*