CAREER MANAGEMENT CONSULTANCY &TRAINING
كرير للإستشارات الإدارية والتدريب
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HM146:
HR Strategy in Transforming Organization

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Training Description:

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.

This course will discuss:

- The development of strategic HRM (SHRM)
- The New HR Models
- Business partners, shared services, centres of expertise
- Understanding the importance of business models
- How to develop HR Strategy and align HR Strategy to Corporate Strategy

Training Objectives:

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

- ✓ Formulate a plan to transform strategic requirements into HR objectives
- ✓ Create the HR strategic action plan to achieve business objectives
- ✓ Formulate a Business Model Plan using the Business Model Canvas for SHRM
- ✓ Evaluate HR's role in strategy development and implementation
- ✓ Explain the concept of business strategy

Training Designed for:

This course is intended for all HR Staff and HR Practitioners, HR/Personnel Managers, Planners, Strategic Planners, HR Business Partners and Anyone who needs to understand HR strategy.

Training Program:

DAY ONE:

- ❖ PRE-TEST
- ❖ INTRODUCTION
- ❖ 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

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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 – organisational 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
- COURSE CONCLUSION
- POST-TEST AND EVALUATION

Training Requirement:

"**Hand's on practical sessions, equipment** and **software** will be applied during the course if required and as per the client's request".

Please note that the above topics can be amended as per client's learning needs and objectives. Further, it should be forwarded to us a month prior to the course dates.

Training Certificate(s):

Internationally recognized certificate(s) will be issued to each participant who completed the course.

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Training Methodology:

This interactive training course includes the following training methodologies as a percentage of the total tuition hours:-

- 30% Lectures, Concepts, Role Play
- 70% Workshops & Work Presentations, Techniques, Based on Case Studies & Practical Exercises, Software & General Discussions
- Pre and Post Test

Training Fees:

As per the course location - This rate includes participant's manual, hand-outs, buffet lunch, coffee/tea on arrival, morning & afternoon of each day.

Note: The 5% VAT (Value Added Tax), will be effective starting 01st of January 2018 as per the new regulation from the UAE Government. The VAT applies for all quotation both for local and abroad.

Training Timings:

Daily Timings:

07:45 - 08:00	Morning Coffee / Tea
08:00 - 10:00	First Session
10:00 - 10:20	Recess (Coffee/Tea/Snacks)
10:20 - 12:20	Second Session
12:20 - 13:30	Recess (Prayer Break & Lunch)
13:30 - 15:00	Last Session

For training registrations or in-house enquiries, please contact:
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Training & Career Development Department