

STRATEGIC HR LEADERSHIP PROGRAM

MAKE YOUR HR LEADERSHIP THE DRIVING FORCE BEHIND YOUR BUSINESS

Business is evolving rapidly, organisations are getting more sophisticated and technology is being deployed more than ever. This requires outstanding analytical skills, strategic management, and people skills by human resource professionals who wish to maximize organisational growth.

In collaboration with Alignmark Leadership Institute, USA; HLP is designed for senior HR and Organisational development leaders from large multi-national firms, usually handling strategic decision making and people management issues. As a highly customizable and practical leadership training course, it will prepare delegates to effectively become visionaries to shape the future.



Workshop Objectives

- **Enhance leadership capability** by acquiring the knowledge of HR concepts that will enable a more proactive role in shaping strategy within the organisation.
- **Develop the confidence** to nurture key partnerships and to influence decisions on short-term productivity and long-term business strategic agendas.
- **Facilitate an HR strategy** of change management, integration and performance measurement



Learning Methodology

- The topics are transferred by means of short focused presentations which are followed by experiential learning sessions, real-world examples and case studies in the class-room
- Rapid on the job learning, Action Learning projects and concept reinforcements is achieved by our weekly mentoring sessions and constructive 1:1 feedback.



Organisational Impact

- More effective HR Business leaders
- An improved corporate wide understanding and better long-term relationships with stakeholders
- Improved strategic partner status
- Increased forecast accuracy and certainty of outcomes
- Ability to anticipate and counter the efforts of people issues



Personal Impact

- **Participate** in boardroom discussions and contribute to the decision-making processes in your organisation
- **Develop** credibility and demonstrate the required capabilities by having a firm grasp of the key concepts
- **Design** your own HR agenda to complement organisation's global strategic initiatives

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COURSE OUTLINE

DAY-1 : What can HR do for your business?

- Board room definitions of strategic HR interventions
- Taking Stock of business HR and OD concepts
- Comparing Talent Acquisition and Talent Attraction
- Working with stakeholders for better decision making
- Global trends in Hiring and Recruitment
- Pay as a factor of Manpower Costs - Grading, Incentives, Bonus and Commission structures
- Workforce and Manpower Planning models
- Technology in TA and global platforms
- Designing JD's, components, profiling and bench-marking

DAY-2 : Performance Management

- Critical components of a Performance Management System
- Overview of performance tools - PIPs, CDPs, IDPs etc
- Deriving insights from performance results - organisation and business-wise planning
- Using Balance score cards
- Competencies and its models - Quan, PCMS, TTA etc
- Creating a competency framework and knowing its components?
- What is BARS, thresholds, what do they mean for us?
- Implementation and Marketing it to the users and How to make it a part of all initiatives?
- Performance Rating Methods
- Using Assessment Centers - Types, Assessors and evaluation formats

DAY-3 : Employee Alignment and Talent Development (L&D)

- What is your workforce's inspiration? What goals/vision are employees working towards?
- Communication strategies for HR leaders - Building trust using Engagement surveys and Feedback process
- Strategic models in L&D
- Drawing a L&D framework for the business and a career development pathway
- Designing a training plan and building engagement
- Measuring and analysing the effectiveness of training

DAY-4 : Developing a Talent Management Mindset and Use of Analytics

- Understanding Talent Review, Succession Planning and Talent Retention
- Talent Management Model (MEHR- CAMI), ROI and Cost factors
- Strategies to strengthen EVP
- Journey from Metrics to Analytics - Solving business problems using people analytics
- Concepts of Statistical model building

DAY-5 : Organisational Development

- How Orgn vision translates to Business goals?
- Assessing the effectiveness of the orgn structure in achieving goals - Managing change and Knowledge circles
- Understanding Culture, Behaviors that drive culture - Cultural Iceberg, Symbols and Artefacts
- Communication & Reinforcement of Culture

4 MENTORS

5 WEEKS

18 TOPICS

30 HOURS

