

STRATEGIC HR MANAGEMENT



OVERALL OBJECTIVE

The **Strategic Human Resource Management Workshop** aims to equip participants to strategically manage the human resource and the HR Department so as to positively contribute to the performance and success of an organization. Apply skills to develop a strategic plan and identify measures that will assist with implementation and follow-up. The aim is to be able to position HR as a true strategic partner in the organization with an earned seat at the top table.

OUTCOMES

Participants will learn how to:

- Optimize the employee resource
- Make a difference in the organization
- Earn the respect of the leadership team
- Ensure implementation of strategic ideas
- Apply training and development strategies
- Design and apply key HR knowledge areas
- Function as a strategic business partner in HR
- Utilize organization, process, job, and work design
- Align the HR strategy to the organization's strategy
- Have a greater awareness of how new patterns of work impact on people and career expectations
- Consider the formal and informal factors that influence the way in which people behave in organizations
- Develop support to implement initiatives that are known to be able to make a difference in the organization
- Ensure ideas about labor, talent, retention, and workforce development are listened to at the executive levels of the organization

CONTENT

Working With The Executive Team

- Align the HR strategic plan to the organization's strategic plan
- Adjust quickly to change in the organization's priorities
- Practice how to function at the executive round table
- Proactively determine the HR requirements
- Function as a:
 - HR Strategic and Business Integration Advisor
 - Change Management Consultant
 - Organization Design Consultant
 - Strategic Partner Co-ordinator
 - HR Workplace Consultant

Positioning HR In The Organization

- Market HR internally
- Build Human Resource's capacity to deliver
- Impact the fiscal welfare of the organization
- Ensure the efficacy of the human resource information system
- Establish the role HR needs to play in the organization and how to achieve it
- Know what to do when employees loosely adhere to your regulating activities
- Build HR processes and delivery structure to optimize service at the customer interface

Implementing Interventions

- Manage cultural influences
- Work with participatory processes
- Ensure system support for implementation
- Know how to create a project plan and timeline
- Take a systemic approach to intervention choice and implementation

Taking Care Of HR Business

- Manage performance
- Know how to prioritize
- Keep up to date in your area of expertise
- Understand the budgeting process and control mechanisms
- Confirm that you are doing things right when it comes to the HR role