



Leading Strategic HR Transformation

PIK545-0925 GNV-1



Place: Geneva (SWITZERLAND)

Venue:

Start Date: 01-09-2025

End Date: 05-09-2025

PPP: £4950



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**If you can't train them,
you can't blame them!**

Short Description:

COURSE OVERVIEW The way forward for today's HR professionals is to contribute to the business at a strategic level. The question however is: How to do it? This training program will provide the answers and will give participants both the skills and knowledge to make a difference and to make the transition from a provider to a strategic partner.

Course Overview:

COURSE OBJECTIVES:

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

- 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.

TARGET AUDIENCE:

- HR Staff and HR Practitioners.
- HR Managers & Directors.
- HR Business Partners.

Program Outline:

COURSE OUTLINE:

DAY 1: The Formulation of Strategy

1. Why taking HR to executive level is such a good idea?
2. Vision, mission and operating plans.
3. The traditional approach to strategic planning.
4. The new HR model - 10 steps needed to form an HR strategy.
5. The strategic model & how it works.

DAY 2: Translating Strategic Requirements into Business Action Plans

1. The Formation of HR Budgets.
2. The formation of Strategic objectives and how to translate them into the HR 6 S model.
3. Building Business actions plans.
4. Building Strategic action plans & getting others committed.
5. Producing Executive financial information.

DAY 3: Mastering Predictive Trends & Management Information

1. Getting the Big Picture.
2. Why executives need predictive information?
3. The executive must be good at predictive information – trend analysis.
4. Software for predictive planning and trend analysis.
5. Other predictive factors to review, succession planning and emergency planning.

DAY 4: Key Performance Factors – Maximising Human Capital

1. Measurement tools –organisational maturity, corporate culture, etc.
2. Relationship between performance and competence.
3. Valuing human capital.
4. Critical performance indicators.
5. Presenting at the executive level.

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

- World trends – employment, inclusion, new employee expectations.
- Case-Study.