



HR Strategic Alignment

PIK614-1125 LON-1



Place: London (UK) **Venue:** Marriott Hotel Marble Arch, London (TBC)
Start Date: 03-11-2025 **End Date:** 07-11-2025 **PPP:** £4950



HR Strategic Alignment

PIK614-1125 LON-1

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

Short Description:

In the realm of evolving business requirements, innovations & international HR models, it is imperative for HR to align strategically with the business. Transitioning from being viewed merely as a financial burden, HR now assumes a pivotal role. The restructuring of HR departments in the future necessitates a significant reassessment of HR's contributions to the business & the methods used to evaluate its impact. This cutting-edge & dynamic academic program delves into the latest ideologies & strategic approaches in HR. Present-day HR managers encounter progressively intricate duties that demand continual enhancement of their managerial competencies. This training program will emphasise the essential strategic skills vital for navigating the swiftly changing landscape of contemporary HR business settings.

Course Overview:

COURSE OBJECTIVES

Upon completion of this course, participants will be able to:

- Effectively manage & motivate individuals.
- Establish and lead high-performance teams.
- Apply strategic planning techniques with proficiency.
- Stay abreast of international HR practices & contemporary concepts.
- Explore a variety of new HR measurement tools.
- Evaluate the Baldrige award criteria for excellence.
- Assess the application of management best practices.
- Understand the new HR framework & necessary structural adjustments.
- Utilise the HR maturity model to assess current status & develop future strategies.

TARGET AUDIENCE

- Heads of Departments



- Managers, Supervisors, and Team Leaders
- Human Resource Managers
- HR Professionals seeking to enhance their expertise
- Employees undergoing preparation for advancement to managerial positions

Program Outline:

DAY 1: People Management

1. Effective Communication Techniques.
2. Motivation Strategies for Achieving Results.
3. Developing Coaching Skills.
4. Empowering Employees for Enhanced Performance.
5. Qualities of a Successful Manager.

DAY 2: Leading Teams

1. Harnessing the Benefits of Teamwork & Identifying Traits of Ineffective Teams.
2. Key Characteristics of Effective Teams.
3. Productive Conflict Management.
4. Understanding Team Member Styles.
5. Establishing a Virtual Team.

DAY 3: Strategic Planning

1. Overview of Strategic Planning Process.
2. Attaining Competitive Advantage.
3. Utilizing Dynamic SWOT Analysis.
4. Emphasizing Vision & Mission.
5. Importance of Contingency Planning.

DAY 4: The Concept of Human Capital

1. Strategies for Human Capital Investment.
2. Assessing the Impact of HR Strategy & Investments.
3. Calculating ROI.
4. Integrating Human Capital Analytics in Organisations.
5. Evaluating Organisational Readiness for HR Analytics.



DAY 5: Operational Excellence

1. The Malcolm Baldrige Quality Award & Excellence Standards.
2. Lessons from Top-Performing Companies.
3. Benchmarking Operations against Industry Leaders.
4. Cultivating Employee Commitment & Implementing Continuous Improvement.
5. Cultivating a High-Performance Organisation.