



The 2 weeks program in HR Strategic Alignment

PIK615-0225 IST-2



Place: Istanbul (TURKEY)

Venue:

Start Date: 17-02-2025

End Date: 21-02-2025

PPP: £5750



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**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

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- 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.

DAY 6: Evolving Human Resources Expectations

1. Global Shifts in HR.
2. Impact of Technology on Future Businesses.
3. Necessity of Organisational Structural Changes.
4. Anticipating Changes in Internal & External Customer Needs on HR Concepts.
5. Assessing Current State with the HR Change Model.

DAY 7: Understanding Strategy - Models & Implementation

1. Exploration of Four Strategic Models & their Functions
2. Applicability of Strategic Models within Organisations, incorporating the LAND Model.
3. Role of Creativity & Innovation in Strategic Thinking.
4. Case-Study.
5. Class discussion.

DAY 8: Implementing Strategy & Leveraging Corporate Culture

1. Strategies for Executing Business Plans from Strategy.
2. Utilising the 6S Model to Develop Measurable Plans.
3. Crafting HR Quality Plans.
4. Delivering Tangible Business Benefits.
5. Emphasising the Importance of Planning for Desired Results.

DAY 9: Future Shifts in International Human Resources Practices



1. Re-Engineering HR Processes.
2. The Three-Tier HR Model & its Business Impact.
3. Strategic Management & Valuation of Human Capital.
4. Developing & Evaluating Competencies & Performance.
5. Designing Corporate Culture Templates.

DAY 10: HR Initiatives Enhancing Organisational Efficiency

1. Leveraging Compensation & Benefits to Boost Productivity.
2. Redefining Performance Appraisal to Drive Competency Growth.
3. Implementing the Motivation Model "MMM" for Improved Results.
4. Role of HR in Corporate Communication.
5. Addressing Trends: Knowledge Management, Remote Work & Predictive Forecasting.