



Strategic Planning for the HR Function

PIK618-0126 BGK-TH-1



Place: Bangkok
Venue: Novotel Bangkok on Siam Square, 392 44 Siam Square Soi 6, Pathum Wan, Khet Pathum Wan, Bangkok, 10330, THAILAND (TBC)
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**If you can't train them,
you can't blame them!**

Short Description:

In the ever-changing business landscape, it's vital for HR to align strategically with the company's goals. HR has transitioned from a financial role to a crucial one, requiring a re-evaluation of its value & effectiveness assessment methods as HR divisions evolve. This one-week training program delves into cutting-edge HR theories & strategies to equip leaders with the skills needed for today's complex HR responsibilities.

Course Overview:

COURSE OBJECTIVES

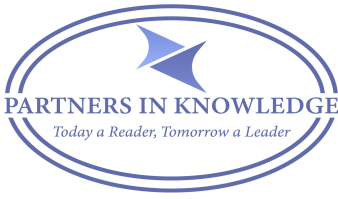
Upon completion of this course, participants will be able to:

- Apply strategic planning techniques with proficiency.
- Stay abreast of international HR practices & contemporary concepts.
- Explore a variety of new HR measurement tools.
- Assess the application of management best practices.
- Understand the new HR framework & necessary structural adjustments.

TARGET AUDIENCE

- Heads of Departments.
- Managers, Supervisors & Team Leaders.
- Human Resource Managers.
- HR Professionals seeking to enhance their expertise.
- Employees undergoing preparation for advancement to managerial positions.

Program Outline:



COURSE OUTLINE

DAY 1: Employee Leadership

1. Effective Communication Approaches.
2. Incentive Tactics for Achieving Outcomes.
3. Enhancing Coaching Abilities.
4. Strengthening Staff for Improved Performance.
5. Key Traits of a Prosperous Leader.

DAY 2: Performance Management in a Multicultural Organization

1. Understanding Cultural Differences in Performance Management.
2. Principles & Core Elements of Effective Performance Management.
3. Aligning Objectives with the Organisation's Business Plan.
4. Strategies for Addressing Performance Discrepancies.
5. Distinguishing Between High Potential & High Performance.

DAY 3: Tactical Development

1. Overview of Tactical Development Procedure.
2. Achieving Competitive Edge.
3. Utilising Dynamic Strengths, Weaknesses, Opportunities, Threats (SWOT) Analysis.
4. Focusing on Vision & Purpose.
5. Significance of Backup Planning.

DAY 4: Changing HR Expectations

1. Worldwide Transformations in Human Resources.
2. Influence of Technology on Future Enterprises.
3. Need for Organisational Structural Modifications.
4. Predicting Alterations in Customer Needs on HR Principles.
5. Evaluating Present Conditions with the HR Alteration Model.

DAY 5: Executing Strategies & Using Corporate Environment

1. Approaches for Implementing Business Schemes from Strategy.
2. Applying the 6S Model to Formulate Measurable Schemes.
3. Developing Quality Schemes for Human Resources.



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4. Providing Concrete Business Advantages.
5. Highlighting the Significance of Preparing for Desired Outcomes.

