

## Leading Strategic HR Transformation Enhancing the future of Human Resources as a Valued Strategic Partner

Date	(\$)Fees
23 March -27 March 2025 Dubai	3200

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### Why Choose this Training Course?

This course will show HR professionals how they can contribute to the business at strategic level and become a true strategic partner. It will give delegates the skills and knowledge to make the transition from a service provider to a strategic partner – to make sure the organization meet the general business conditions and achieve stakeholder expectations.

HR Transformation is about driving business results and hence this course will help delegates deliver more than just basic administration but more on transformation efforts designed to improve HR functionality and services that will align to corporate goals and strategies like quality, productivity, internal and external customer satisfaction.

#### This course will feature:

- The development of strategic HRM (SHRM)
- The New HR Models
- Business partners, shared services, centres of expertise
- Understanding the importance of business models
- How to develop HR Strategy and align HR Strategy to Corporate Strategy

### What are the Goals?

#### By the end of this course, participants will be able to:

- Formulate a plan to transform strategic requirements into HR objectives
- Create the HR strategic action plan to achieve business objectives
- Formulate a Business Model Plan using the Business Model Canvas for SHRM
- Evaluate HR's role in strategy development and implementation
- Explain the concept of business strategy

### Who is this Training Course for?

This course is suitable to a wide range of professionals but will greatly benefit:

- All HR Staff and HR Practitioners
- HR/Personnel Managers
- Planners, Strategic Planners
- HR Business Partners
- Anyone who needs to understand HR strategy

## **How will this Training Course be Presented?**

This course will utilise a variety of proven adult learning techniques to ensure maximum understanding, comprehension and retention of the information presented. This includes dynamic presentations support each of the topics together with interactive trainer lead sessions of discussion.

There will also be numerous practical sessions where participants have the opportunity to participate and experience topics, case studies, DVD' video presentations, small group work, exercises and feedback will be used to facilitate learning.

## **The Course Content**

### **Day One: The Foundations of HR Strategy**

- Introductions and course objectives
- Development of Strategic HRM
- The New HR Models
- The Business Partner model
- Understanding strategy
- Steps needed to form the HR strategy

### **Day Two: Translating Strategy into Business Models**

- Formation of Strategic objectives
- Mission Statement Creation
- SHRM Metrics
- Creating a Business Model
- Business model canvas for SHRM
- Cost Structures

### **Day Three: Practical Strategic Analysis Tools**

- Measurement tools – organisational maturity, corporate culture etc.
- Strategic Analysis Tools
- SWOT & PEST Analysis
- Five Forces Analysis
- Balanced Scorecards
- Human Resources accounting model

### **Day Four: Understanding HR Trends**

- Employment trends impacting on HR
- World business trends impacting on HR

- Leadership and HR
- Team Working
- Retention Issues
- The future of HR

## **Day Five: Evaluating HR Function**

- Predictive Trends & Analytics
- Software for predictive planning and trend analysis
- A Practical Example of Measurement - Absenteeism
- HR's Contribution to Added Value
- Evaluating the HR Function
- Ways of Evaluating the HR Function



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