

HR Strategy

Introduction

Strategic HR planning is an important component of strategic HR management. It links HR management directly to the strategic plan of the organisation.

This interactive course is designed for senior managers / board members to help them plan to align HR and organizational objectives and start to create an implementation plan for executing their strategy.

This course will help participants move from theory to practice, helping them to develop their understanding of the concepts and how to apply those concepts.

We will explore how to think systematically and strategically about aspects of managing the organisation's human assets, and what they need to do to implement these policies and to achieve competitive advantage.

Objectives

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

- Define and describe Strategic HR
- Describe real-world examples of effective organisational and HR strategies and relate them to their own needs
- Plan to create an HR strategy that is linked to their organisational strategy
- Assess critical issues facing them in progressing to a Strategic HR policy and prepare plans to tackle those issues

Content

A sample of what is covered includes:

Introduction to HR Strategy

- We will work with the participants to:
 - Agree their skills and current knowledge
 - Agree their development needs
 - Agree the focus for the rest of the workshop
- The Training Consultant will then “flex” the workshop to meet the participants’ exact needs

What We Mean and What We Want

- A session to clarify what the bank is aiming for
- Review of what the organisation wants to achieve by implementing a strategic HR approach
- Risks and benefits
- A definition:
 - Integrating human resource management strategies and systems to achieve the overall mission, strategies, and success of the firm while meeting the needs of employees and other stakeholders

Developing a Strategic Approach for HR

- Review of:
 - Benefits and risks

Two Sides to the Issue

- Planning and implementing strategic HR
 - Review of what that involves
- Employee engagement and performance
 - Review of the changes needed at all levels

The Need for an Integrated Approach

- Discussion on planning an integrated approach - top down and bottom up
- Including:
 - Performance management
 - Talent management & Succession planning
 - Retention
 - Business planning
- Measuring HR and ROI
 - How to demonstrate the contribution

From HR to Human Capital

- Review of the concept and how to measure it

HR as an Internal Consultancy

- How to move from a reactive to a strategic approach
- Changes in roles, definitions and activities needed
 - Changing attitudes
 - Ownership at every level
 - Top down direction, visible commitment and support
 - Development and support at every level

Employee Engagement

- The X Model of Engagement
- Blessing White video and review

Challenges for the Business

- Identifying the challenges at all levels
- Board level
- Management

