



*Conference:  
Leading Strategic HR Transformation*

*16 - 20 September 2024  
Madrid (Spain)  
Pestana CR7 Gran Vía*

## Conference: Leading Strategic HR Transformation

Conference code: CO8224 From: 16 - 20 September 2024 Venue: Madrid (Spain) - Pestana CR7 Gran Vía Conference  
Fees: 5775 € Euro

### Introduction of Leading Strategic HR Transformation

The way forward for today's HR professionals is to contribute to the business at the strategic level. The Chartered Institute of Personnel has published numerous articles on the new business needs for HR - all indicating the new need - for HR to be a strategic partner.

The question is - How to do it - this program will provide the answers and will give you both the skills and knowledge to make a difference and to make the transition from a provider to a strategic partner. The latter is, of course, an added value activity and as such is normally higher paid. Making the transition to the executive level requires a different skillset and also mastery of the strategic process.

### Conference Objectives of Leading Strategic HR Transformation

This Conference will help you learn how to:

- Master the new HR strategic process
- Be able to transform strategic requirements into HR objectives using the 6 S model
- Be able to create HR strategic action plans to achieve business objectives
- Be able to provide innovative predictive information
- Have practiced business information interviews and presenting results
- See the big picture for the future of employment and performance through people
- Build your professional confidence

### Conference Delegates of Leading Strategic HR Transformation

HR manager, Personnel Managers, Planners, Strategic Planners, and anyone who needs to understand and understand strategy and trends that will transform Human Capital.

### Conference Benefits of Leading Strategic HR Transformation

Following the completion of this unit, you will know how to::

- Use a strategic model to build an HR strategy, and know where strategy fits into corporate business
- Be able to use the 6 S process to translate strategy into HR action
- Write business action plans to delegate strategic tasks
- Build and produce high-level management information
- Know what HR trends to report on and be able to master emergency planning
- Do executive briefings to gather and disseminate information
- Show the added value of HR to your business
- Translate current trends to maximize Human Capital investment

### Conference Results of Leading Strategic HR Transformation

This seminar will provide you with the skills to enable you to:

- Demonstrate the HR strategic model to others
- Perfect high level interviewing skills
- Develop social skills for use at executive level via EQ measurement
- Future focus
- Manage an HR team to produce strategic results
- Be able to deliver strategic objectives on time and on budget
- Demonstrate self-development and CPE record
- Self-starting to achieve business objectives
- Demonstrate leadership qualities
- Demonstrate fiscal control and creating ROI

## Core Competencies of Leading Strategic HR Transformation

- Practice at developing strategic thinking using the 4 step model
- Forward planning
- Analytical thinking
- Creativity and step innovation
- Writing outlines for the 6 S process
- Mastery of the construction of Business action plans
- Use and mastery of HR statistical packages
- Personal presentation skills
- International HR law
- Manpower planning

## Conference Outlines of Leading Strategic HR Transformation

### Day 1: The Formulation of Strategy, How it Works - The Process Explained

- Introductions and program objectives
- Why taking HR to executive level is such a good idea - greater opportunities, bigger job - long term security & it's what world-class businesses want
- Where strategy fits with the Vision, mission and operating plans
- A traditional approach to strategic planning
- The new HR model - 10 steps needed to form an HR strategy
- The strategic model how it works
- End of the day review

### Day 2: Translating Strategic Requirements into Business Action Plans - Including the Formation of HR Budgets

- The formation of Strategic objectives and how to translate them into the HR 6 S model
- Building Business actions plans
- Building Strategic action plans - getting others committed. No SAP - what can happen
- Producing Executive financial information - unit costs and spend analysis
- End of the day review

### Day 3: Mastering Predictive Trends & Management Information - Getting the Big Picture

- Why executives need predictive information
- An executive must be good at predictive information - trend analyze

- Software for predictive planning and trend analysis
- Other predictive factors to review, succession planning, emergency planning
- End of the day review

#### Day 4: Key Performance Factors - Maximising Human Capital

- Measurement tools -organizational maturity, corporate culture, etc.
- Relationship between performance and competence
- Valuing human capital - how to do it
- Critical performance indicators
- Presenting at an executive level
- End of the day review

#### Day 5: Understanding and being able to Act on High-Level HR Trends

- World trends - employment, inclusion, new employee expectations
- World business trends - leadership, team working, employment/ supervision ratios
- Changing Trends relating to HR
- End of the day review

## Registration form on the Conference: Leading Strategic HR Transformation

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Complete & Mail or fax to Global Horizon Training Center (GHTC) at the address given below

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- Please find enclosed a cheque made payable to Global Horizon
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