Global Horizon
TRAINING CENTER



Training Course:
Leading Strategic HR Transformation

2 - 6 November 2020
Paris (France)

Training Course:
Leading Strategic HR Transformation

Training Course code: HR3025 From: 2 - 6 November 2020 Venue: Paris (France) - Training Course Fees: 5250 Euro

Introduction

The way forward for today's HR professionals is to contribute to the business at a 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.

Course Objectives of Leading Strategic HR Transformation

This program 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

Course 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

Course 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 the 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

Course 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 the executive level is such a good idea - greater opportunities, bigger jobs - 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 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 action plans
- Building Strategic action plans - getting others committed. No SAP - what can happen
- Producing Executive financial information - unit costs spending 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, are 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 Training Course: 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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Full Name (Mr / Ms / Dr / Eng): .....
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Person Responsible for Training and Development

Full Name (Mr / Ms / Dr / Eng): .....
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Payment Method

- ☐ Please find enclosed a cheque made payable to Global Horizon
- ☐ Please invoice me
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Easy Ways To Register

Telephone: +201095004484 to provisionally reserve your place.	Fax your completed registration form to: +20233379764	E-mail to us : info@gh4t.com or training@gh4t.com	Complete & return the booking form with cheque to:Global Horizon 3 Oudai street, Aldouki, Giza, Giza Governorate, Egypt.