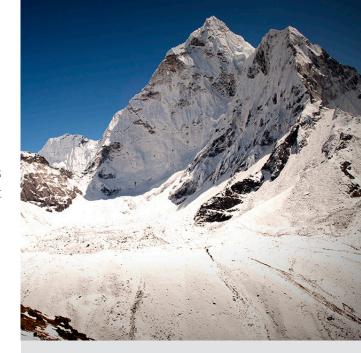
HR Capability Building For HR Practitioners and Managers

Change management and internal consulting skills to design, drive and implement people management projects for real business value.



OVERVIEW

Why you need this

The political, social and business environment is changing at a rapid rate. Businesses are required to continually refocus, restructure and respond to change in order to cope with the diverse demands. High performing individuals and teams are becoming more and more important to deliver the strategic and operational goals. There is a need for greater capacity and strategic focus in the delivery of Human Resource strategies and processes. HR business partners need to have the capability to engage as partners with line managers, to listen and to diagnose problems and opportunities, to design and plan systems, processes and interventions and most importantly to deliver on promises made.

The purpose of the workshop is to learn about critical internal consulting tools and processes and have the opportunity to practice these in a group environment. This ensures instant feedback to build the awareness and effectiveness of the internal HR consultant.

TARGET AUDIENCE

Who needs to attend

This workshop is relevant to HR practitioners, HR business partners and HR managers

OUTCOMES

What you will get

The workshop is designed to assist HR professionals become more effective business partners and internal consultants to line managers. The aim is to build the mindsets, skills and behaviours for HR professionals to build their reputation and effectiveness in business through:

- Assisting line managers with strategic HR leadership to solve real people management problems
- Building effective relationships with line managers to really understand their business needs
- Partnering line managers in delivering business results through people
- Being responsible, competent and confident in responding to line managers
- Effective implementation and change management of people management projects
- Optional extra: On-line multi-rater leadership competency assessment – find out how your colleagues and staff perceive your leadership strengths and development areas.





OUTLINE

What you will learn

Module 01 HR Leadership

Changing Role of HR

 How the role of HR is shifting within the greater business context

Personal Effectiveness

 Building awareness of mind-sets, choices and actions for impact and effectiveness

Leadership Effectiveness

 Understanding the role of leaders in HR and the competencies and behaviours required for success

Module 02 Project Design

Diagnostic & Analysis

 How to accurately identify and analyse the client's needs

Design & Benefits

 How to design an intervention that will address the client's needs and clearly demonstrate the benefits

Process Mapping and Role Allocation (RACI)

 How to clarify what must be achieved, in what sequences, by whom and to identify the interdependencies

Module 03 Project Delivery

Project Management

 How to effectively manage a project from design to implementation

Stakeholder Management

 How to identify and plan the management of stakeholders to ensure their buy-in support and action in projects

Change Management

 How to ensure sustainable change by implementing change management processes before, during and after an intervention

Module 04

Consulting Skills

Relationship Management

 How to build effective, credible relationships with clients through expectation setting, communication and involvement

Influencing Skills

 An introduction to key influencing skills and techniques for greater influence and impact

Facilitation Skills

 How to facilitate in challenging environments and circumstances

APPROACH

How you will learn

Our workshops are customised to suit the specific needs of our clients. Our workshops are practical, relevant and highly interactive. We focus on sustainable change in mindset, skills and behaviours. There is a good blend of information sharing with personal reflection, assessments, practice sessions, case studies and identification of application opportunities back at work. Group learning and discussions are encouraged with feedback and coaching from the facilitators. Workbooks are provided with tools and activities for on-going learning.

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