

Strategic HR Catalyst for HR Executives

Learn how to align HR's purpose, role, credibility and strategic impact to optimize people opportunities and risk management to ultimately shift organisational performance and culture

OVERVIEW

Why you need this

With increasing global competition, skills shortages, and people related risks and opportunities to innovate and change the game, organizations are continuously striving to improve their leadership capability, integrate their talent management strategies and develop their change, innovation and risk management proficiencies. HR is expected to provide value adding thinking, holistic interventions and pragmatic processes to business, but it seems that the Human Resources function is still suffering from a credibility crisis and operating far from this expectation.

HR as a function needs to develop its ability to add strategic value to the business and to provide the critical impact needed to attract and retain the right talent, influence and shape management thinking and shift organisational performance and culture. This includes strategic HR alignment and prioritisation, purpose, structure, role and measure clarification and building capacity for HR delivery. Equally important is partnering with business leaders to get commitment to ensuring people opportunities are optimised and people risks are managed.

TARGET AUDIENCE

Who needs to attend

This workshop is relevant to HR Executives and Senior HR managers.

We are CATALYSTS in creating high performance, high engagement organisations through developing leaders, building capacity and leveraging talent



OUTCOMES

What you will get

The workshop is designed to assist senior HR executives with fresh ways of thinking about HR's role, credibility and strategic impact. The aim is to build the mind-sets, skills and behaviours for HR executives to build their reputation and effectiveness in business through:

- Understanding the global and local strategic context for HR executives
- Learning how to develop a unique value proposition for HR
- Understanding how to align HR strategic priorities to business strategic intent and goals
- Practicing tools to clarify roles that deliver on people issues – Group HR, Operational HR, HR business partners, line managers, employees, unions.
- Understanding how to align the HR structure and skills to strategic priorities
- Understanding how to assess and develop HR skills and competence against best practice frameworks
- Exploring techniques and practice skills to build partnerships with business leaders to deliver on people issues
- Understanding the role that HR plays in driving strategic change through people



OUTLINE

What you will learn

Module 1: Strategic Context & Value Proposition	Module 2: Aligning Priorities & Roles	Module 3: Aligning Structure & Building Capacity	Module 4: Partnering with Line for Strategic Change
<ul style="list-style-type: none"> • Global and local strategic context for HR Executives • Value proposition for HR 	<ul style="list-style-type: none"> • Aligning HR strategic priorities to business strategic intent and goals • Tools to clarify roles that deliver on people issues - Group HR, Operational HR, HR Business Partners, line managers, employees and unions 	<ul style="list-style-type: none"> • Aligning the HR structure and skills to strategic priorities • Assessing and developing HR skills and competence against best practice frameworks 	<ul style="list-style-type: none"> • Techniques and skills to build partnerships with business leaders to deliver on people issues • The role that HR plays in driving strategic change through people

APPROACH

What 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.

Catalyst Consulting (Pty) Ltd

Phone +27 11 465 6270
 Email info@catalystconsulting.co.za
 Web www.catalystconsulting.co.za

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