

# *Strategic HR management*

## **Who is it for?**

The course is intended for senior HR professionals with responsibility for managing the developing the human capital in their organizations.

## **What's in it for me and my business?**

As markets become more competitive, the Human Resources function faces new and demanding challenges. Economic downturns, credit “crunches” and all the associated pressures of these developments ask new questions of the Human Resources professional. Traditional, administrative roles, activities and perceptions are no longer appropriate. The HR professional must transform to being a business leader and a strategic partner, driving and managing transformation through a demonstrable ability to initiate policy, manage change and ultimately add value to the business.

## **What will I do and experience during training?**

This comprehensive two day course focuses on the key issues relating to the perception, image and actuality of HR in today's businesses. The course will enable participants to review the evolving role of HR and what this role now requires in terms of business and people competencies. It will focus on how to build and negotiate new relationships with staff, line and top management and how to communicate the strategic vision of HR to internal and external stakeholders.

Participants will be provided with an opportunity to review the key areas of HR activity, and learn to develop strategic approaches to make the HR function an essential partner for organisational success.

## **What will I be able to do after I receive training?**

You will be able to:

- Define a new strategic vision for the development of human capital in your organisation and its potential for impact on bottom-line performance
- Communicate this vision to key internal and external stakeholders.
- Identify the priority issues in repositioning the HRM function, its role, responsibilities, activities and relationships.
- Develop strategic approaches to transform the HR function into an essential partner for organizational success.
- Determine the new areas of knowledge and business / people competencies required of the staff in the HRM function.
- Negotiate and build new relationships with line and top management.

## **Duration**

Two days.