

MOVING HR FROM TRANSACTIONAL TO STRATEGIC: BECOMING AN EFFECTIVE HR BUSINESS LEADER

COURSE LENGTH 2 days • Pre-approved for 15 Recertification Hours

The conference **'Becoming an Effective HR Business Leader'** was by far the best I've ever attended. I have attended the SHRM conference for several years, and I learned more from the day and a half I spent with Ed, Cathy and Charlette than I have from all the years combined at SHRM. This conference has truly changed my perspective on human resources and provided the proverbial missing link for connecting my HR experience to the business.

— Jennifer L., Manager, Human Resources

COURSE CONTENT

LESSON ONE:

Key Leadership Competencies for HRBL

- Discuss Key competencies needed for HRBL
- Development opportunities to fill any competency gaps
- How HR can influence and impact organizational outcomes

LESSON TWO:

HR Strategy Alignment with Organizational Strategy

- Discuss Business Strategy Map as an organizational tool
- Review Sample Business Strategy Maps-Case Studies
- Practice Mapping HR to Organizational Strategy

LESSON THREE:

Business Acumen and Key Business Indicators

- Review key financial concepts such as balance sheets, income statements, cash flow, break-even and ROI
- Ratios: gross margin, net profit margin, operating profit margin
- Fundamentals of business

LESSON FOUR:

HR Metrics

- Discuss 3 types of metrics: Efficiency, effective and value
- Discuss potential metrics based on Lesson Two
- How HR can influence and impact organizational outcomes

LESSON FIVE:

Consulting and Problem Solving Skills

- Review and discuss internal consulting skills model
- Building credibility and relationships and using influence skills
- Problem solving and strategic thinking

LESSON SIX:

Change Management and Driving Culture Change

- HRBL's role in driving culture change
- Tools for impacting organizational change

OVERVIEW

This workshop is designed for the HR professional that is interested in moving from a transactional role within an HR department to one that is more strategic. The HR Business Leader is a resource for line managers to assist in solving business problems and creating value for the organization. This workshop can prepare you for your next HR opportunity even if currently not in a strategic position.

LEARNING OBJECTIVES

After completing this program, participants will be able to:

- Understand the process for mapping organizational strategy
- Understand the process aligning HR to the organizational strategy
- Identify the key competencies for HR Business Leaders
- Learn effective internal consulting skills
- Understand business acumen and the financial drivers of company performance
- Understand why culture and change management is critical in this process



Intellectual Capital Consulting

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