

HR BUSINESS LEADER WORKSHOP - PHASE II

ELEVATING YOUR STRATEGIC INFLUENCE AND IMPACT

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

As an SPHR professional, I am always on the look-out for a training that is focused on the strategic piece of HR. This class nailed it. I got so much out of the class and feel like I am now armed with the tools necessary to turn my HR role into more of a strategic partner to educate and better assist my clients in a strategic way.

— Tracey Hecht, Client Services, ADP

COURSE CONTENT

LESSON ONE: Crafting a Strategic Message

- Crafting the strategic message
- Understanding business drivers that impact results
- Measuring results

LESSON TWO: Managing the Transactional Workload

- Centers of Excellence for HR service
- Outsourcing and centralization of HR services
- Crafting the business case for your solutions

LESSON THREE: Strategic Execution: HR Process Alignment

Hands on module to determine an action plan for aligning HR processes/initiatives strategically:

- Onboarding, recruiting and compensation
- Training and succession planning
- Performance Management

LESSON FOUR: Using Insight to Impact Results

- Broadening your awareness and perspective
- Assessing your critical thinking skills
- Strengthening your problem solving abilities

LESSON FIVE: Using Influence to Impact Results

- Assessing your influence skills
- Gauging the strength of your communication, credibility and relationships
- Building influence

LESSON SIX: The Transformation of a Transactional HR Department to One that Delivers Results

- Messaging is powerful - crafting HR's value statement
- Grab low hanging fruit - little wins build credibility
- Celebrate HR impact and success
- Measurement and metrics tell the best success story

OVERVIEW*

This workshop is intended for those that have attended "Moving HR from Transactional to Strategic: Becoming an Effective HR Business Leader" or those individuals that have been through an HR Business Partner model implementation. We will concentrate on real-world experience including the lessons learned, ongoing challenges and barriers to strategic HR leadership.

To be seen as strategic, Business Leaders must be involved in the setting and execution of organizational strategy. This is a critical gap for HR. Effective strategic execution will be discussed along with ideas for increasing overall organizational impact. Learn how to identify HR processes that need to be aligned to strategic results. Learn to leverage more creative thinking to elevate your influence, results and ability to drive change.

LEARNING OBJECTIVES

Participants will be able to:

- Identify and bridge gaps between HR initiatives/processes and organizational strategy
- Expand awareness, problem-solving and perspective-taking
- Strategically manage influence and impact
- Develop the communication plan to support the transition from Partner to Leader

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Intellectual Capital Consulting

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MORE INFO Visit our website for recommended reading, pricing, dates and refund/cancellation policies.

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