

# New Skills for Getting New Results from Existing HR Process

MEDIUM : English

DURATION : 2 Days

## It's top of the agenda for 2015

This year will herald a significant change in the way HR supports the organisation. Moving from providing a service to that of being a real business partner. This is an exciting and challenging time for anyone involved in the HR, HRP or HRD areas, new competencies and processes need to be mastered. This program will provide all you require to make the transition and to be successful.

Some of the items covered include:

1. Understanding and mastering HR strategy
2. Techniques to translate strategy into business plans
3. The leadership role needed for both HR and the Organisation
4. Key competencies needed to act as a business partner
5. Showing how HR can produce a return on investment in any organisation (Public or Private sector)

## Course Objectives

At the end of this program delegates will be able to:

1. Have mastered the new HR – BP strategic tool and be able to implement it immediately upon returning to work
2. Use the template provided to create business plans with business partners and be able to explain their value to others
3. Have completed a self-diagnostic to establish their leadership style and be able to implement a personal development plan
4. Using case studies, be able to show others how HR, acting as a business partner can add value to any organisation
5. Be able to use the new HR ROI formula to calculate added value

## Training Methodology

This practical program is packed with *self-diagnostic tools* and current case studies to aid learning via *team activities*. The use of current case study DVD clips will also play an important part in this program.

Delegate will get a variety of wall posters to aid memory along with a fully indexed manual and slides used.

## Organisational impact

Benefits organisations will get shortly after delegates return to work include:

- a. Getting maximum value from you HR function
- b. A better-integrated performance from HR when involved with other "business partners" in your organisation
- c. The ability to demonstrate and produce added value information on HR activities when working as a business partner
- d. Contribute to the improvement of strategic thinking by using a process approach to strategic planning
- e. Better able to translate strategic objectives into action by using business action plans
- f. Upgrading of existing HR skills to a higher level.

## Personal impact

- This is a very practical program and the perfect opportunity for you to upgrade your existing skills
- HR- BP is THE big change in HR – find out whats different and lead the change
- Master how to create added value in any area of HR and be able to show benefits of being a business partner
- The critical competencies diagnostic will help you to have your own development program for the future
- See and decide how leadership trends will benefit you and your organisation
- Master a skill very few people have – learn how to create strategic plans using a HR model as a template

## Who should attend

- This program is suitable for anyone in a management or supervisory role in HR.
- Those wishing to capitalise on the benefits associated with HR as a business partner.
- Those in the organisation who are building a career and really want to know what potential HR has to offer in either the Public or Private sectors.
- Any existing personnel wishing to upgrade their skills.
- COO's and CFO,s who need to see the value that can be created and added to the bottom line.

## Course Outline

### DAY 1– Mastery of the major processed and actions needed as a business partner

#### 1. Strategic planning

- The strategic change needed to be a business partner
- New methodologies to aid in strategic HR thinking
- Improving business communications – techniques needed with the business partners – *self-diagnostic*
- Writing strategic Objectives

#### 2. Translating HR-BP strategy into successful action

- Translating strategy HR's and the business partners into action
- Tools needed to get results - using SAP,s
- Measuring performance – specific techniques – *group exercise*
- Planning tools needed.

#### 3. New results – new leadership

- Leadership style needed for success
- Leadership self diagnostic tool
- Other leadership tools

#### 4. Critical leadership competencies

- The 6 critical leadership competencies
- DVD the 6 critical skills in operation
- HR –the business partner – what are the business expectations?
- *Exercise*

### DAY 2– Change is the name of the game for 2015

#### 5. Getting HR fit for its new role

- Getting the HR function into shape – what needs to change?
- How others have used the HR – business partner model
- *DVD and case study*

#### 6. Mastering the business partner competencies

- What are the critical competencies needed for
- Group exercise and bench marking
- Future actions based on your discussions

#### 7. How to calculate and show ROI and added value from HR – BP activities

- Mastering costs and value – exercise
- The formula needed to create added value – beyond ROI
- Who needs to see the results?
- HR – *BP case study* – exercise

#### 8. Mastering critical processes

- Showing the HR value chain – *examples*
- Process improvement HR can action as a business partner
- Improving the value of training to your business
- How will you add value when you return to work?



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