

Training Title

LEADING STRATEGIC HR TRANSFORMATION

Training Duration

5 days

Training Venue and Dates

REF #	LEADING STRATEGIC HR TRANSFORMATION	5 days	26 – 30 Aug. 2024	\$6,500	London, UK
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In any of the 4 or 5 star hotel. Exact venue will be informed later.

Training Fees

- 6,500 US\$ per participant for Public Training includes Materials/Handouts, tea/coffee breaks, refreshments & Lunch

Training Certificate

Define Management Consultancy & Training Certificate of course completion will be issued to all attendees.

TRAINING DESCRIPTION

HR operation is no longer isolated activities. It is a process that identifies current and future needs of the organization. Human resource planning should serve as a link between human resource management and the overall strategic plan of an organization

As defined by Bulla and Scott, human resource planning is 'the process for ensuring that the human resource requirements of an organization are identified and plans are made for satisfying those requirements'.

Human resource planning includes creating an employer brand, retention strategy, absence management strategy, flexibility strategy, (talent management) strategy, (recruitment) and selection strategy.

In this course, Participants will be introduced to the components of HR strategy, and how to align those strategies for the success of the organization.

TRAINING OBJECTIVES

This course will cover the following subjects:

- Introductions
- Competency Based Management
- Assessing the Current HR Capacity
- Forecast HR requirements
- Gap Analysis

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WHO SHOULD ATTEND?

Strategic Managers and supervisors. Strategic planners, Departments' heads, HR professionals, group leaders and supervisors.

TRAINING METHODOLOGY:

A highly interactive combination of lectures and discussion sessions will be managed to maximize the amount and quality of information and knowledge transfer. The sessions will start by raising the most relevant questions, and motivate everybody find the right answers. You will also be encouraged to raise your own questions and to share in the development of the right answers using your own analysis and experiences. Tests of multiple-choice type will be made available on daily basis to examine the effectiveness of delivering the course. Very useful Course Materials will be given.

- 30% Lectures
- 30% Workshops and work presentation
- 20% Group Work & Practical Exercises
- 20% Videos & General Discussions

DAILY OUTLINE

Day 1

- Introduction
- Developing HR Strategy to support the Organization Strategy
- The Competency Based Management
- Strategic HR Theories
- Resource Dependency theory

Day 2

- Restructuring Strategies
- Reengineering
- Succession Planning
- **Training and Development Strategy**

Day 3

- **Collaboration Strategy**
- **Management Mix**
- **Alignment**
- **Balance Score Cards and KPIs for successful strategies**

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Day 4

- Recruitment Strategy
- Human Potential growth
- International Implications
- Outsourcing Strategy

Day 5

- Human Capital
- Working Skills
- Talent Management
- Motivation
- Common HR policies

NOTE:

Pre & Post Tests will be conducted

Case Studies, Group Exercises, Group Discussions, Last Day Review & Assessments will be carried out.



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P.O BOX 45304
ABU DHABI, U.A.E

T +971 2 6264455
F +971 2 6275344

www.definettraining.com