



Strategic Human Resources Management

Overall Description:

This training course gives participants with the skills and knowledge to make the transition from a service provider to a strategic partner – to make sure the organization meets stakeholder expectations. This course will also help the participants learn about the tools and techniques used in drafting and developing HR strategies. It will equip them with the knowledge and skills they need to translate such strategies into actions.

Course Objectives:

- Identify essential elements of a human resources planning process, based on internal and external factors that impact the organization and are guided by the organization's strategic plan.
- Define strategic HR management and draft an HR strategy
- Explain the vital Key Performance Indicators (KPIs) which should be constantly monitored in HR
- Able to make evidence-based business and HR decisions using raw data, business intelligence skills, and knowledge of HR metrics.
- Assess employee morale and determine a formula for calculating it objectively
- Differentiate between types of turnover and determine how each should be calculated
- Describe the main types of planning and budgeting approaches and how and when to use each

Course Outline (Content):

Strategic HR management

- Situation analysis
- 'SWOT' analytical tool
- 'PEST' analytical tool
- 'PEDSTL' analytical tool
- HR strategy
- The main cycles in human resources management
- Visions and missions
- HR strategic goals
- Critical success factors in HR
- Key performance indicators
- Core competencies

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- Core values
- Measurement of each critical success factor category

Measuring human resources

- Measuring HR strategies: the main KPIs
- Human resources versus human capital
- HR scorecards and dashboards
- The balanced scorecard
- Categories of different types of HR metrics
- Analyze diverse sets of HR data and metrics to analyze an HR Strategy

Employee turnover

- Turnover versus attrition (gross and net turnover)
- Voluntary versus non voluntary separation
- Analyzing turnover: interpreting the data
- Cost of turnover for organizations
- Healthy versus unhealthy turnover
- Turnover index

Strategic planning and budgeting for human resources

- Strategic planning
- Approaches to planning
- Various HR plans
- Workforce plans
- Training plans
- Project plans
- Budgeting for HR plans

Organisational Trends Impacting Organizations

- Trends impacting on HR
- Leadership and HR
- Team Working
- The future of HR

Evaluating the HR Function

- HR's Contribution to Added Value
- Evaluating the HR Function
- Personal Action Planning



OUTLINE



Who Should Attend?

- All HR Staff and HR Practitioners
- HR Managers & Directors
- Anyone who needs to understand HR strategy
- People moving into HR from other roles

Competencies Covered:

- Strategic planning
- Strategic Human Resources Planning
- Persuading and influencing
- Performance Management
- Succession Planning
- HR Metrics

