

IMPLEMENTING HR STRATEGY: TRANSFORMING VISION INTO REALITY

HUMAN RESOURCES PORTFOLIO

NEW COURSE FOR 2024



CROWN AGENTS
ACCELERATING SELF-SUFFICIENCY & PROSPERITY

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NEW

COURSE OUTLINE

Designing a strategic plan is only a first step in the strategic HR process; without a successful implementation, the planned strategic objectives can't be achieved. This one week course is designed to give you the skills, tools and techniques needed to ensure dynamic and successful strategy implementation. It also looks at what is required to achieve Organisational Excellence and how it drives strategy implementation and business growth.

Within the context of an effective HR strategy execution, delegates will examine and understand the role of HR in driving change and fostering a culture of excellence and developing skills to align HR programs and initiatives with the organisation's strategic goals. They will also learn practical techniques for measuring and evaluating HR strategy effectiveness, and explore innovative HR practices and emerging trends in the field.

COURSE OBJECTIVES: On completion, you will be able to:

- Understand the principles/attributes of Operational Excellence (according to the Baldrige Excellence Framework) and the benefits of adopting the framework
- Implement HR strategies that drive Operational Excellence and align with evolving business needs and challenges
- Foster a continuous improvement and change culture within HR and use change to drive the cultural transformation.
- Realise the value of adopting the Business Partner model to foster internal and external collaboration
- Understand how emotional intelligence and your behavioural style impacts on your ability to achieve objectives and drive performance.
- Measure and evaluate the impact of HR programmes on organisational performance

KEY TOPICS

- HR strategy execution and its importance in fostering a culture of excellence
- Operational Excellence – principles and attributes, and benefits of adopting the model
- Adapting HR initiatives to evolving business needs.
- Cultural transformation and change management in practice
- Adopting a Business Partner model
- Emotional Intelligence for enhanced relationships, influence, credibility and engagement
- Your behavioural style – impact and adaptation for optimum collaboration and cooperation
- Evaluating HR strategy implementation
- Creating a roadmap for continuous improvement in HR

This is week two of **The Strategic HR Toolkit**.

DURATION	FEE	DATE	VENUE
05 days	£2,650	17 - 21 June 2024	London
		30 September - 04 October 2024	London

"ON DEMAND" COURSES



In addition to the scheduled dates shown, we are flexible to schedule additional dates to our calendar in a location of your choice. To ensure we can explore adding an additional date, do aim to contact us with your request with a minimum of 4 months' notice to allow the course to be advertised.

WE REWARD LOYALTY

We offer all our clients a '4+1' loyalty scheme. For every four delegates enrolled from an organisation in any calendar year, we will provide you with one additional place, free of charge.

“Very educative and inspiring lessons learnt. The use of scripture, family, values, personal experiences and reality of critical issues in organisations made a considerable impact on me.”

PEACE ABLA FIAWOYIFE, Principle Assistant Clerk, The Parliament of Ghana. A delegate attending Organisational Design Development.



FEATURED TRAINER DR. BUNMI BIU

Bunmi is a strategic business leader with over 20 years of experience in HR, Organisational Development and Change. She has extensive expertise of creating learning and development solutions aligned with institutional strategic objectives.

Bunmi has delivered HR and Leadership training for Crown Agents in the UAE, East Africa, West Africa, the UK and the USA. With a passion for learning, she currently serves as an adjunct faculty at Georgetown University, Washington D.C., where she teaches on the HRM graduate programme.

She holds a Ph.D. in Industrial and Business Studies and is an Associate of the Chartered Insurance Institute (ACCI, UK), as well as a Certified Expert in Microfinance.