

STRATEGIC HR BLUEPRINT: POSITIONING HR FOR ORGANISATIONAL SUCCESS

HUMAN RESOURCES PORTFOLIO

NEW COURSE FOR 2024



CROWN AGENTS
ACCELERATING SELF-SUFFICIENCY & PROSPERITY

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NEW

COURSE OUTLINE

An effective HR Strategy is a critical driver of a culture of excellence and a fundamental pre-requisite for any organisation seeking to realise its goals.

This one-week transformative course is ideal for all mid to executive-level managers/leaders looking to optimise organisational and departmental plans and practices, and develop key strategic competencies unlocking their potential as catalysts for organisational change and individual success.

Delegates will learn the art of seamlessly integrating and aligning HR objectives and strategies with their organisation's overarching vision, mission, and strategic goals. From employee attraction to performance management, learning, and development, career management to leadership development and succession management, delegates will explore how each HR practice area contributes to organisational success. Delegates will also examine how a change management strategy, continuous improvement philosophy and learning lessons approach from strategic evaluation, are all essential to a HR strategy that is dynamic and responsive to evolving business needs and objectives.

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

- Understand the value of aligning HR with business vision, mission, and strategy
- Analyse and translate organisational goals into tangible HR initiatives that drive results
- Engage as a Competency Catalyst, identifying critical competencies for organisational success
- Evaluate and fine-tune HR practices for optimal alignment and integration with your organisational strategy
- Develop a Strategic HR Action Blueprint that aligns seamlessly with your organisation's goals
- Act as a Change Management Champion, applying insights gained to developing a Change Management Strategy

KEY TOPICS

- Organisation objectives and strategic HR
- HR Strategy development process and competencies
- Evaluating HR practices - alignment with organisational vision and strategy
- Using HR analytics for data driven decision making
- Transforming business goals into HR goals
- Aligning HR practices, programs and initiatives to the organisation's strategic agenda
- Crafting the HR Strategic Plan
- Developing a Change Management Strategy

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

DURATION	FEE	DATE	VENUE
05 days	£2,650	10 - 14 June 2024	London
		23 - 27 September 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.

"The training was practical and very relevant to my needs. It has fully met my expectations. Thank you Crown Agents for providing me with life-long skills and knowledge."

JACQUELINE MUSONDA, Director, Support Services, Rural Electrification Authority, Zambia. A delegate attending **Directing and Managing Organisational Strategy**.

FEATURED TRAINERS ELAINE YOUNG



Elaine is a commercially aware, results-focused HR and Leadership professional.

Her career spans over 30 years in operational and strategic roles, including board positions in a number of industries and in both the public and private sectors. She has extensive experience of working on international projects and with professionals from different countries.

Combining consultancy, training and coaching she delivers transformational programmes that unlock potential in organisations and individuals.