

THE STRATEGIC HR TOOLKIT

HUMAN RESOURCES PORTFOLIO

NEW COURSE FOR 2024



CROWN AGENTS
ACCELERATING SELF-SUFFICIENCY & PROSPERITY

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THE STRATEGIC HR TOOLKIT

NEW

COURSE OUTLINE

The course will equip mid to executive-level managers/leaders with the framework and tools required to drive operational excellence and organisational success, leveraging organisational and people management and development competencies.

This two-week toolkit course combines:

- Strategic HR Blueprint: Positioning HR for Organisational Success** 05 days
- Implementing HR Strategy: Transforming Vision into Reality** 05 days

Week one delegates will learn the art of seamlessly integrating and aligning HR objectives and strategies with their organisation's overarching vision, mission, and strategic goals. They will explore how each HR practice area contributes to organisational success, and how a change management strategy, continuous improvement philosophy and strategic evaluation are key to a dynamic HR strategy.

Week two will focus on HR strategy execution, coaching delegates on developing key insights into how HR strategy implementation drives Operational Excellence and impacts on organisational success. Delegates will examine the role of HR in driving change and fostering a culture of excellence and developing skills to ensure alignment of HR initiatives with the organisation's strategic goals.

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

- Develop a Strategic HR Action Blueprint that aligns seamlessly with your organisation's goals
- Evaluate and fine-tuning existing HR practices for optimal alignment and integration with your organisational strategy.
- Foster a continuous improvement and change culture within HR and the organisation
- Implement HR strategies that drive Operational Excellence and align with evolving business needs and challenges

- Realise the value of adopting the Business Partner model to foster internal and external collaboration
- Measure and evaluate the impact of HR programmes on organisational performance.

KEY TOPICS

- HR Strategy development process and competencies
- Transforming business goals into HR goals
- Crafting the HR Strategic Plan and a Change Management Strategy
- Operational Excellence – principles and attributes, and benefits of adopting the model
- Cultural transformation and change management in practice
- Adopting a Business Partner model
- Emotional Intelligence and behavioural styles
- Creating a roadmap for continuous improvement in HR

DURATION	FEE	DATE	VENUE
10 days	£4,450	10 - 21 June 2024	London
		23 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.

"The course has exceeded all objectives...[and] has given me the confidence to contribute to talent succession and performance management in my organisation."

JESSICA KITAKULE-MUKUNG, VP Human Resources, African Development Bank, Cote D'Ivoire.



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.