5 Days

Certificate in HR Strategy for Organisational Development

Enhancing the future of Human Resources as a Valued Strategic Partner

▶ Upcoming Sessions

18-22 Nov 2024	Online	$3,950
03-07 Feb 2025	Online	$3,950
16-20 Jun 2025	Online	$3,950
17-21 Nov 2025	Online	$3,950

▶ Training Details

Online Training Course Overview

HR Transformation aims to drive tangible business outcomes. This Anderson training course is tailored to empower delegates to go beyond basic administration, focusing on transformative efforts to enhance HR functionality and services aligned with corporate objectives and strategies such as quality, productivity, and customer satisfaction. The course emphasizes the role of HR professionals in contributing strategically to the business, fostering true partnership. Delegates will acquire the skills and knowledge needed to transition from service providers to strategic partners, ensuring that the organization meets broader business needs and fulfills stakeholder expectations. This course is essential for those seeking to revolutionize their HR department and functions.

Online Training Course Objectives

By attending this Anderson online training course, delegates will be able to:

- ▸ Formulate a plan to transform strategic requirements into HR objectives
- ▸ Create the HR strategic action plan to achieve business objectives
- ▸ Formulate a Business Model Plan for SHRM
- ▸ Evaluate HR's role in strategy development and implementation
- ▸ Explain the concept of business strategy

Designed For

This Anderson online training course is suitable to a wide range of HR professionals, but will greatly benefit:

- ▸ HR Directors, Managers, and Specialists
- ▸ Planners, Strategic Planners
- ▸ Training, Learning & Development Professionals
- ▸ Talent Management Staff
- ▸ HR Business Partners
- ▸ Change Agents

▶ Training Details

Day One: The Practice of Strategic HR

- Understanding organizational strategy
- Development of Strategic HRM
- The New HR Models
- Business Partners, Shared Services & Centers of Expertise
- Steps needed to form an HR strategy

Day Two: Business Models and Stakeholder Analysis

- An introduction to stakeholder analysis
- Who are your stakeholders?
- Tools for stakeholder analysis
- Creating a Business Model
- Business model canvas for SHRM

Day Three: Practical Analysis Tools for SHRM

- Strategic Analysis Tools
- SWOT and PESTLE
- Using 5-Forces Analysis
- An introduction to Balanced Scorecards
- SHRM Metrics

Day Four: Trends Impacting Organizations and HR

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

Day Five: Evaluating your HR Function

- Software for predictive planning and trend analysis
- A Practical Example of Measurement - Absenteeism
- HR's Contribution to Added Value
- Evaluating the HR Function
- Personal Action Planning

▶ Preview

10:30 - 11:00	:	Welcome, Setup, Registration
11:00 – 12:30	**:**	**First Session**
12:30 – 12:45	:	Break (15 minutes)
12:45 – 14:15	**:**	**Second Session**
14:15 – 14:30	:	Break (15 minutes)
14:30 – 16:00	**:**	**Third Session**

▶ Accreditation

The use of this official seal confirms that this Activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.

▶ The Certificate

- Anderson e-Certificate of Completion will be provided to delegates who attend and complete the course
- The HRCI Approved Provider Seal and the corresponding Recertification Credit Hours Awarded will be reflected on the Certificate of Completion

▶ INFO & IN-HOUSE SOLUTION

For more information about this course, call or email us at:

Call us: +971 4 365 8363

Email: info@anderson.ae

Request for a Tailor-made training and educational experience for your organization now:

Email: inhouse@anderson.ae

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