



Certificate in HR Strategy for Organisational Development

Enhancing the future of Human Resources as a Valued Strategic Partner

► Upcoming Sessions

27-31 May 2024	London - UK	\$5,950
14-18 Oct 2024	Geneva - Switzerland	\$5,950

► Training Details

Training Courses Overview

HR Transformation is about driving business results and hence this Anderson training course will help delegates deliver more than just basic administration but more on transformation efforts designed to improve HR functionality and services that will align to corporate goals and strategies like quality, productivity, internal and external customer satisfaction. The focus of the training course will be on how HR professionals can contribute to the business at strategic level and become a true strategic partner. It will give delegates the skills and knowledge to make the transition from a service provider to a strategic partner – to make sure the organisation meet the general business conditions and achieve stakeholder expectations. This is an essential training course for those who wish to transform their HR department and/or functions.

Training Courses Objectives

By attending this Anderson 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 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

▶ 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 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:

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