

Strategic HR Delivering Business Results

This program is approved for Professional
Recertification Credit Hours of SHRM USA and HRCI
USA certifications: 14.75 PDCs
(Business Management and Strategy Credit)

OBJECTIVES

- › Define and describe organizational strategy and recognize its major components
- › Develop an HR strategy that is linked to an organizational strategy
- › Create an HR strategy implementation plan for execution of organizational strategy

SHRM Members: \$995(Exclusive of all taxes)
Non SHRM Members: \$1195(Exclusive of all taxes)

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TESTIMONIALS

Sabahat Khurram Bukhari
Then Director HR Strategy
Zong



No. 1 & Only 3G+4G Network

“Very effective course with a ready tool box for practitioners, a good initial learning for someone who’s starting the strategic implementation.”

Shams Iqbal
Deputy Manager HR
GDF Suez(Engle)



“It enhanced the concept and importance of HR strategy and its effectiveness for linking HR strategy with organization strategy.”

Alina Shoaib
HR Manager
Abacus Consulting



“A great platform to share your experiences and to learn from cross industry specialist under expert guidance.”

Humera Ahmed
Head HR Reon Energy
Dawood Hercules Group



“Great learning and sharing of experiences.”

Mariam Naeem Rahim
Regional Head Training
Allied Bank Limited



“This workshop exceeded all of my expectations. The session was very interactive and the participants were fully involved. The trainer was full of knowledge and had expertise over the subject. Everything was great about this workshop.”

PROGRAM OVERVIEW

Strategy drives how an organization competes, creates value, allocates resources, and makes choices that impact the way things run. As an HR professional, you may be called upon to lead or support the development and execution of an HR strategy. To help you address this challenge, this seminar will explore the essential components of both an HR strategy and an organizational strategy, and will discuss how these two strategies align. Through the use of case studies and class exercises, you will learn how to leverage information and create a wholly aligned human resource strategy and implementation plan for your organization. Demonstrate your results driven mind-set by seeking world-class knowledge and earning a professional certificate of achievement.

LEON MENEZES

Professor of Practice at Institute of Business Administration, Karachi

Menezes is a MBA graduate of the University of Hull, UK and has corporate work experience in Sales, Marketing, Operations and Human Resources. He started his career with Pan American Airways in 1974



and moved to American Express in 1991. While with Amex, he held positions in Sales and Human Resources and headed the Karachi travel office. He later joined the International Union for Conservation of Nature (IUCN) in 1999 and then Deutsche Bank, heading

the HR functions there. At American Express he won the President’s Club Award for Sales. He served for four terms on the Executive Committee of a world-wide employee group in Pan American Airways. He has also written articles in Dawn (newspaper) and Newline, and numerous English stage plays. He also has a personal interest in yoga philosophy. He is a founding member of the Trainers Resource Group. He is a regular correspondent for The Friday Times with over 120 articles published. He joined Shell Pakistan Limited in April 2001 as General Manager Human Resources. He served as a board member of Shell Pakistan from 2006 to 2010.

AGENDA

Time	Topic	
1 hour	Introduction	
	Outline	
	Course overview	
	Objectives for course	
	Introduction of key strategic planning concepts	
4 hours	Module 1: Understanding Organizational Strategy	
	<p>Module 1 focuses on understanding the organizational strategy and the implications the organizational strategy has on HR. This module covers organizational strategy, the components of an organizational strategic plan, the strategic planning process, and organizational metrics. This module is intended to familiarize participants with organizational strategy and to allow participants to distill the major components necessary for an effective organizational strategy. This module will conclude with an exercise that allows participants to evaluate a sample organizational strategy.</p>	
	Learning Objectives	
	o Define organizational strategy	
	o Distinguish five types of organizational strategies	
	o List and describe the essential components of a strategic plan	
	o Explain and demonstrate the organizational strategic planning process	
	Outline	
1 hr	Lesson 1: Overview of Organizational Strategy	
	o Definition of Organizational Strategy	
	o Five types of Organizational Strategies	
	o Organizational Life Cycle	
	o Exercise	

2 hrs	Lesson 2: Strategic Plan Components and Process
	o Six Strategic Planning Phases
	o Strategic Plan Components
	o <i>Case Study Part 1</i>
0.5 hrs	Lesson 3: Ethics
	o Context of Mission, Value, and Ethics
	o Cause of Ethical Dilemmas in Organization
	o Ethical vs. Legal
0.5 hrs	Lesson 4: Organizational Metrics
	o Developing and Measuring Metrics
	o Kaplan and Norton's Balanced Scorecard
	o <i>Exercise</i>
7 hours	Module 2: Formulating an HR Strategy
	Module 2 focuses on formulating an HR strategy that aligns and supports the organizational strategy. This module covers the major components of an HR strategy, the steps for creating such a strategy, and the major considerations for aligning HR and Organizational strategies. This module is intended to move applicants from theory to practice by providing opportunities for participants to apply the concepts gained. This module concludes with an exercise in which participants will create an HR strategy based on the organizational strategy provided in Module 1.
	Learning Objectives
	List and describe the three major components of an HR Strategy
	Create an HR Strategy
	Verify alignment between HR strategies and Organizational strategies
	Apply the steps in creating an HR Strategy
	Outline
1.25 hrs	Lesson 1: Overview of HR Strategy

	o Definition of HR Strategy
	o How Organizational Goals Affect HR Goals
	<i>o Exercise</i>
	o Steps to creating HR Strategy
	o 5 Major Components
	o Organizational Life Cycle
	o Global Workplace Trends
	o Learn about the business
	<ul style="list-style-type: none"> • Industry analysis
	<ul style="list-style-type: none"> • Competitor analysis
	<ul style="list-style-type: none"> • Company analysis
	<ul style="list-style-type: none"> • Goals and strategies for the line organization
	<i>o Exercise</i>
1 hrs	Lesson 2: Major Steps in Creating an HR Strategic Plan
	o Major Objectives of an HR Strategic Plan
	o Steps to Create an HR Strategic Plan
	o Five Major Components of an HR Strategy
	<i>o Exercise</i>
.75 hrs	Lesson 3: Talent Acquisition
.75 hrs	Lesson 4: Performance Management
.75 hrs	Lesson 5: Total Rewards
	o Definition of Total Rewards
	o Philosophy
	o Strategies
.75 hrs	Lesson 6: Training and Development
.75 hrs	Lesson 7: Talent Engagement

	o Definition of Talent Engagement
	o Gallup Path and Engagement Hierarchy
	o Creating High, Middle, and Low Performers Strategies

1 hr	<i>Case Study Part 2</i>
2.5 hours	Module 3: Creating and Executing an HR Implementation Plan
	Module 3 focuses on creating and executing a plan for implementing HR strategy. This module covers the relevant issues (e.g. communication, change management, stakeholder commitment) associated with creating an implementation plan, how to address those issues and how to execute the plan. This module concludes with an exercise in which participants will create an implementation plan based on the HR Strategic plans created in Module 2.
	Learning Objectives
	Identify relevant issues related to resources, change management, success measures, and stakeholder commitment
	Create an HR implementation plan that addresses these issues
	Execute an HR implementation plan
	Outline
1 hr	Lesson 1: Creating an HR Implementation Plan
	o Issues for Consideration
	o Steps to Create an HR Implementation Plan
	o <i>Exercise</i>
0.5 hr	Lesson 2: Executing an HR Implementation Plan
	o Roles of the HR Professional
	o Communicating HR Strategy
	o Managing Resources

	o Managing Change
	o Monitoring Progress
	o Maintaining Stakeholder Involvement
1 hr	<i>Case Study Part 3</i>
30 min	Summary and Action Planning

INTENDED AUDIENCE

HR professionals at the manager through director level with five plus years of experience, looking to obtain concepts of strategy from development to execution

FOR IN-HOUSE

Save \$ costs and get a customized solution to meet your business objectives. We offer corporate courses for a group of 6 people and more. Committed to create customer-focused solutions and high quality of our trainings to impact your bottom line, If you need more information about our corporate programs, please contact

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