

Strategic HR: Delivering Business Results

Intended Audience	Mid-Level	Delivery Options	2-Day In-Person (Onsite or Seminar)
HR Competencies	<ul style="list-style-type: none">• Leadership & Navigation• Critical Evaluation• HR Expertise (HR Knowledge)	Recertification*	SHRM: 15 PDCs

Program Overview

During this collaborative program, you will interact with other HR professionals to learn how to support the development and execution of an HR strategy in your organization. You will explore the essential components of both an HR and an organizational strategy, and your expert facilitator will guide you in understanding how these strategies should align. Through case studies and group activities, you will learn how to leverage information and create a fully aligned HR strategy and implementation plan for your organization.

Program Objectives

This program is designed to provide you with the knowledge and skills necessary to:

- Define and describe organizational strategy
- Recognize the major components of a good organizational strategy.
- Create an HR strategy that is aligned with an organizational strategy.
- Develop an HR strategy implementation plan in order to execute strategy.

Program Modules

This program includes the following modules:

- Module 1: Introduction
- Module 2: Understanding Organizational Strategy
 - Defining strategy
 - Types of organizational strategies
 - The value proposition
 - The strategic planning process
 - Metrics
 - Case study – Performance Guidance Systems (part 1)
- Module 3: Formulating an HR Strategy
 - Connecting organizational strategy to an HR strategy
 - Steps in creating an HR strategic plan
 - Case study – Performance Guidance Systems (part 2)



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- Module 4: Creating and Executing an HR Implementation Plan
 - Creating the tactical HR plan
 - Change management, communication, and risk
 - Measures of success
 - Case study – Performance Guidance Systems (part 3)
- Module 5: Conclusion



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