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EXCELLENCE IN TRAINING

HRO2E



In-House  
Training

# EFFECTIVE HR STRATEGY

Ensure strategic alignment of the HR function



## OVERVIEW



## PRIMARY OBJECTIVES & BENEFITS

Revising strategic decisions regularly to ensure that HR products and services support the organization is an essential activity to respond to the ever changing markets and apparent threats and opportunities. This workshop will enable participants to explore techniques in HR strategic thinking and business planning, and enable the delegates to work with a variety of methodologies to develop the skills to create HR Strategy which align and integrate with corporate goals.

The workshop will be highly interactive, placing emphasis on applying ideas and techniques discussed to situations in your organization. Case studies will also help relate theory to its application in the real business world.

### *This workshop will help participants to:*

1. Build a framework for strategic business planning.
2. Recognize the competencies that will enable business performance.
3. Diagnose critical gaps and risks in their current planning process.
4. Align functional and strategic areas of HR to business strategies.
5. Ensure strategic alignment of the HR function.
6. Identify the future competencies required of the business and develop strategies to develop sustainable competencies.
7. Apply 7 tools for strategic planning.
8. Identify actions for sustainable change.



## WHO SHOULD ATTEND?

The program is essential for HR professionals who wish to create and align an HR strategy to support the relationship between the corporate strategies and the HR components.

# EFFECTIVE HR STRATEGY

Ensure strategic alignment of the HR function

## Module 1 - What Is “Business Strategy”?

- What is “Business Strategy”?
- Strategic and operational management
- The Levels impacted by Strategic Planning
- Aligning Business Goals

## Module 2 - Examining Your Strategy

- What is a KPI?
- 12 Steps for getting started with KPIs
- Examining Your Strategies & KPI's
- Understanding Balanced Scorecards
- The M Model components

## Module 3 - Components Of The HR Strategy

- The Human Resources Strategy
- Components of the HR Strategic Plan
- HR Strategic Plan Diagnostic Activity
- Sample of HR Strategic Plan

## Module 4 - Strategic planning tools

- Strategic planning tools and methods
- Human Resource Audit Category Ranking
- The Organization's Strategic Planning
- Evaluation and customization

## Module 5 - Competencies

- Competencies aligned to corporate strategy
- Competencies aligned to business strategy
- Competencies aligned to operational strategy
- Do we need a strategic planning process?
- Standards & Measures of Business Performance

## Module 6 - Three Types Of Competencies

- Organizational Competencies
- Job/Role Competencies
- Personal Competencies

## Module 7 - Business Processes: Where To Start?

- Areas of competency clusters
- Cluster by Levels of Complexity
- Competency Clusters by Level
- Competency Clusters organized by Scale
- Legally Defensible Competencies

## Module 8 - Strategic Business Planning Toolkit

- SWOT Analysis
- The McKinsey 7 S model
- PESTLE Analysis
- Porter's Five Forces
- Force Field Analysis
- Ishikawa / Fishbone Technique

## PROGRAM HIGHLIGHT

**Duration:** 4 days

**Date:** To be Agreed with the Client Organization

**Timing:** 8:30 am to 2:30 pm daily

**Venue:** Suitable & fully equipped venue (to be provided by Customer)

**Language:** English or Arabic

**Material:** Participants will be provided with high quality handouts

**Certificates:** Certificates of Completion shall be provided to participants upon successful attendance of the training program

**Fees:** Inclusive of facilitator's fees, materials and certificates