



Get in Touch:

P.O. Box 34970 Dubai, United Arab Emirates
Tel. No.: +971 4 2941288 Fax: +971 4 2941228
Email: ts@teampower.ae
www.tpidubai.com | www.strategictalk.com

Team Power International
Where Your Winning Future Begins

EXCELLENCE IN TRAINING

HRO5E



In-House Training

STRATEGIC COMPETENCIES FOR HR PROFESSIONALS

Develop the competencies required to make a strategic difference



OVERVIEW



PRIMARY OBJECTIVES & BENEFITS

Greater demands are being placed on HR departments than ever before as management teams expect every function to add to the bottom line and demonstrate a measurable return on investment. This development event will focus upon the opportunities to add strategic value and develop the competencies required to make a strategic difference. Organizations are constantly facing the need to change. Increasingly internal customers are expecting HR representatives and consultants to respond quickly with practical, creative solutions that are cost effective. This course will ensure you develop greater confidence to work strategically with clients at all levels. It will enable HR representatives and consultants to raise their profile, extend their skills and make a real difference within the organization by providing a valuable, effective, tailored service that focuses on the issue and returns the required results.

This workshop will help participants to:

1. Identify the strategic competencies required by HR representatives.
2. Develop and apply a consultancy style that builds respect and rapport.
3. Demonstrate commercial competence at all levels in the business.
4. Explain how organizational culture influences feasibility of solutions.
5. Identify organizational data that is relevant to the solution.
6. Analyze and interpret data effectively.
7. Focus on analytical and proactive thinking to enable measurable solutions.
8. Interact with colleagues and clients alike, developing professional relationships.



WHO SHOULD ATTEND?

HR consultants, HR business partners or training managers who wish to develop strategic solutions with stakeholders.

STRATEGIC COMPETENCIES FOR HR PROFESSIONALS

Develop the competencies required to make a strategic difference

Module 1 - The Scope Of My Product/Service

- Defining your services to the business
- Measures of successful service delivery
- Business benefits - tangible and intangible
- Being clear about your services, promoting them, selecting channels to market

Module 2 - Strategic Competence

- Your role in strategic planning
- Limitations of strategic planning
- Establishing KPI's for HR contribution to business strategies
- Good performance measurement
- Aligning Business Goals

Module 3 - Strategies For People Management Processes

- Critical competencies to support delivery of HR strategies - HR Strategic Plan
- The Challenges for Strategists
- Plan/review structure
- Uses of Competencies
- Collecting Competency Information

Module 4 - Managing And Leading Strategic Change

- Context for Change in Your Organization
- Change analysis techniques
- A Formula for Change
- Creating a Change Ready Organization
- Resistance to Change - Co-operation Blocks
- Emotional and practical impact of change!

Module 5 - Consulting Competencies And Process

- The seven step consultancy model
- Situation appraisal: Insight into the People
- Diagnosis: recognizing states of readiness
- Critical skills for internal consultants

Module 6 - Consulting Competencies And Process Continued

- Developing a proposition jointly with a client
- Agreeing processes, resources, responsibilities and deliverables
- Identifying criteria for success
- Reporting - what will be measured and how will results be communicated

PROGRAM HIGHLIGHT

Duration: 3 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