

5-day Interactive Training Course

Strategic Change Management and HR

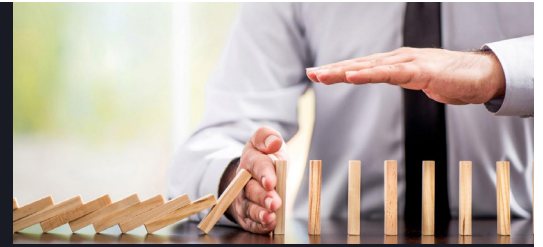
Embracing a Proactive Approach to Change

23 Sep - 27 Sep 2024	Dubai – UAE	US\$ 4,950
16 Dec - 20 Dec 2024	Dubai – UAE	US\$ 4,950
16 Jun - 20 Jun 2025	Dubai – UAE	US\$ 4,950
22 Sep - 26 Sep 2025	Dubai – UAE	US\$ 4,950
15 Dec - 19 Dec 2025	Dubai – UAE	US\$ 4,950



Strategic Change Management and HR

Embracing a Proactive Approach to Change



About the Course

The Covid Pandemic has shown that organisations need to be better at coping with unexpected change. Covid 19 and subsequent lockdowns produced sudden and dramatic effects that had to be responded to and managed.

When we reflect and examine it now, we can see that HR and HR practices were at the heart of this response to change. Whether it was the HR department having to find solutions and methods to manage redundancy and changing duties – requiring legal expertise or HR working on practices and strategies to retrain managers and staff in how to work remotely- and still achieve results. It was the expertise of HR that made the difference.

This interactive Strategic Change Management and HR training course will look at some of the HR Solutions and Strategies used. We will reflect upon how to successfully produce HR strategies for dealing with organisational change that help the organisation adapt and thrive. Combining an understanding of the process of Change and the practices and strategies that HR can offer – we can build a process to allow HR and the organisation to be ready for the next big change!

Core Objectives

The delegates on this training course will be able to explore the actual difference that establishing Strategic HR can make to the success of organisations. Using real-life case studies, it will look at what Change is and how we can try to manage it using HR Practices and Strategies.

The delegates will achieve the following objectives:

- Develop a better understanding of what Strategic HR is and can do
- Understand what Organisation Change is – how it affects us, and a range of responses
- Develop a deeper understanding of the latest practices and strategies available in HR to lead organisations as they cope with change
- Explore the concept of HR added Value
- Set of HR Practices and strategies that will be of benefit to your organisation

Training Approach

This training course will use various proven adult learning techniques to ensure maximum understanding for the delegates. The workshop will be highly participative with advanced facilitation skills to vary the content and keep the message fresh.

The Attendees

This training course is suitable for everyone who has to try and manage Change, but not limited to:

- 'C' Suite executives who need to respond to Organisational change
- HR Specialists will benefit from a review of current best practices and a revisit to Change issues
- Delegates who already have HR experience will benefit from a refresher on the latest thinking around HR approaches
- Organisation Development specialists who want to increase their knowledge of using HR tools to create proactive change
- Accountants and other Non-HR specialists who want to see alternative ways to manage change proactively

DAILY DISCUSSION

DAY ONE

HR IN THE C SUITE - HR AS THE STRATEGIC PARTNER

- What is the purpose of the Organisation?
- What is the purpose of the C Suite?
- What is the purpose of HR?
- Ulrich's Business Partner model – Shared Services
- Transactional and Transformational HR
- Cultural Alignment Maturity Model
- The Future HR model

DAY TWO

HR, STRATEGY AND STRATEGY ANALYSIS TOOLS

- What is Strategy?
- SWOT and STEEPLE Models
- Porter's Five Forces Model
- Strategic Human Resource Management (SHRM)
- Mission and Vision
- Business Model Canvas for SHRM

DAY THREE

UNDERSTANDING CHANGE MANAGEMENT AND MANAGING IT STRATEGICALLY

- What is Organisation Change?
- Change: From Oil to Covid
- Models of Change
 - Kubler Ross and Transition
 - Lewin and Ice Cubes
 - Kotter and Strategy
- Reactive vs Proactive Change Approaches
- Managing Change

DAY FOUR

HR PROCESSES AND PRACTICES THAT CAN 'FLEX' WITH EXTERNAL CHANGE

- The importance of HR in managing the Organisation
- Competency Frameworks
- Selection Methods and Techniques
- Performance Management Systems
 - Managing Poor Performers
 - Managing Stars
- Criticisms of the HR Tools

DAY FIVE

HR'S CONTRIBUTION TO ADDED VALUE

- Evaluating the HR function
- Attempting ROI: Can it work?
- Absenteeism
- Personal Planning Skills: Personal Kanban
- Action Planning



THE CERTIFICATE

XCalibre Training Centre Certificate of Completion will be provided to delegates who attended and completed the training course.