

Strategic Human Resources Management

Overview

This course improves the ability of human resources (HR) middle to senior practitioners and organizational leaders to make the HR contribution to organizational strategic value exceed expectations. It provides an overview of key approaches, relevant techniques and emerging practices that are effective to maintain competitive advantage in a highly dynamic and globalized environment.

Objectives

- To evaluate critical issues relating to the HR function in an organization.
- To cultivate a life long learning, self-analysis and accountability pattern in personal and relational issues of leadership.
- To provide opportunity for participants to master and use a template for a five-year personal development plan that reconciles personal, relational and public life.

Content Outline

- Meaning of strategic HR management
- Aligning HR management functions with strategic priorities
- Impact of stakeholder expectations on HR
- Metrics and analytics
- Effective organization
- HR and change management
- Strategies for improving work place
- Ethical considerations
- Consulting skills
- Influencing skills
- Advanced skills and tools for strategic analysis
- Mitigating risk related to HR

Benefits

- Effective operations of the HR function
- Improved shareholder value through SHRM
- Evaluate implications of strategic models for HRM
- Higher HR management performance
- Value for Business and skills development
- Facilitate team cohesion and productivity
- Approaches for HRM strategies and plans
- Learn easy to use analytical tools
- Paradigms for overall improved performance

The course employs a mix of short lectures, lively interaction, case studies and/or individual and group exercises.

For more information about registering for this course, please contact STA Performance International on info@staperformance.co.za, or +27110428837.