

## International Development Programmes

### IMPACTIVE HR - FOR THE UNITIATED!

A/12 hour (2 session) intensive development programme that highlights the progress made by HR in delivering advice and services to aid business success.

### PROGRAMME OVERVIEW

An outline understanding of the progress made by HR from the role of traditional administrator to one of full impactive business partner and more.

### PROGRAMME OBJECTIVE

For participants to increase their knowledge of business impactive HR services that have been designed and delivered worldwide in recent years and therefore services they themselves can deliver (if in HR) or expect/request (if in business) where not being provided.

### SESSIONS INCLUDE

Essentially a practical examinations of the progress made by HR where it has achieved the ability to contribute to business/organisation success.

#### 1. HR Progress Continuum

3 key influences that led to (and continue to lead to) HR as a true business partner.

#### 2. Strategic Human Capital Advice and Counsel

The key HR service

#### 3. Performance, Development and Rewards Deliverables

#### 4. Resourcing, Talent and Learning Deliverables

#### 5. Organisation Development and Design

Attaining and retaining employer of choice status.

#### 6. HR Analysis & Metrics and link to business outcomes

\*\*\*Key action points and takeaways for both the organisation and the individual\*\*\*

### LEARNING OUTCOMES

On completion of the programme the participants will have;

- Increased their knowledge, skills and understanding of a modern strategic HR service and how this could benefit them and their organisation/business' success.
- Explored and understood the “HR progress continuum” and the move from administration to business partner.

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- Explored and understood the 5 key HR services available from a modern, strategy related HR team – particularly strategic advice and counsel.
- Identified relevant HR metrics and their links to business progress and success.
- Clearly constructed a transfer of learning action plan that contains proposals for HR service improvement in their own organisations to aid business progress and success.

NB. An interactive yet stretching programme that can be enjoyed by HR professionals as well as business and function managers/leaders.



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