Strategic Human Resources Management

Why Attend

- In modern organizations, Human Resources (HR) cannot limit itself to a mere implementation role. Its approach to managing the function needs to expand in order to truly become a strategic partner in the business. This course will help you learn about the tools and techniques used in drafting and developing HR strategies. It will also equip you with the knowledge and skills you need to translate such strategies into actions. Furthermore, the course will enable you to link the HR strategy to that of the organization and provide real value-adding HR solutions that you can present in a language organizational management understands.

Course Methodology

- This course uses a combination of theory and practical application of course concepts. Participants will engage in simulation exercises combined with round table discussions of real life situations allowing them to gain a strong grip on the knowledge and skills presented in this course.

Course Objectives

By the end of the course, participants will be able to:

- List the main cycles in human resources and the critical steps of each
- Define strategic HR management and draft an HR strategy
- Explain the vital Key Performance Indicators (KPIs) which should be constantly monitored in HR
- Assess employee morale and determine a formula for calculating it objectively
- Differentiate between types of turnover and determine how each should be calculated
- Describe the main types of planning and budgeting approaches and how and when to use each

Target Audience

- Human resources managers and senior professionals, specialists, team leaders, and business partners in the function who seek to broaden their knowledge and improve their skills in the key functions of HR as well as those who are responsible for evaluating HR and its effectiveness in the organization. This course is also suitable for those employees who are targeted for development or promotion within the HR function.

Target Competencies

- Strategic planning
- Analytical thinking
- Leading and supervising
- Deciding and initiating action
- Working with people
- Relating and networking
- Persuading and influencing
- Planning and organizing
- Achieving goals and objectives

The main cycles in human resources management

- HR strategy cycle
- Recruitment and selection cycle
- Training and development cycle
- Performance management cycle
- Compensation and benefits cycle

Strategic HR management

- Situation analysis
- 'SWOT' analytical tool
- 'PEST' analytical tool
- 'PEDSTL' analytical tool
- HR strategy
- Visions and missions
- HR strategic goals
- Critical success factors in HR
- Key result areas
- Key performance indicators
- Core competencies
- Core values
- Measurement of each critical success factor category

Measuring human resources

- Measuring HR strategies: the main KPIs
- Human resources versus human capital
- Return on Human Capital (ROHC) and Cost of Labor (COL)
- Human Value Added (HVA) and Profit per Employee (PPE)
- Employee morale and employee satisfaction indices
- Other HR metrics
- HR scorecards and dashboards
- The balanced scorecard

Employee turnover

- Turnover versus attrition (gross and net turnover)
- Voluntary versus non voluntary separation
- Analyzing turnover: interpreting the data
- Cost of turnover for organizations
- Healthy versus unhealthy turnover
- Turnover index

Strategic planning and budgeting for human resources

- Strategic planning
- Approaches to planning
- Various HR plans
- Workforce plans
- Training plans
- Project plans
- The importance of budgeting
- Approaches to budgeting
- Budgeting for HR plans