

Course Name: Human Resources Strategy  
Course code: HRM 202  
Duration: 5 Days

### Course Description

This workshop is intended for senior HR specialists or line managers who have a responsibility for creating and reviewing the human resource strategy within their organization and who wish to discuss the major HR strategic issues they face.

In addition to reviewing existing HR strategies in line with business needs, there is a focus on organizational development. The latest trends in HRM thinking are examined and discussed, including the relationship between HR strategy and organizational performance, and approaches to implementing strategic change.

Opportunities are built into the workshops for participants to explore issues of particular concern to their own organization, to create, to review, and to evaluate their own HR strategies.

### Topics Include:

- An overview of business strategy
- HRM Strategy overview
  - What kinds of people do you need to manage and run your business to meet your strategic business objectives?
  - What people programs and initiatives must be designed and implemented to attract, develop and retain staff to compete effectively?
- A review of HR strategies and change processes as part of the development of an organization
- How to create a 'fit' between human resources and business strategy
- Resource based models of strategy
- The agile organization concept
- Methodologies for analyzing organizational culture and structure
- HRM systems diagnostic checklists
- Implementation of HR strategy
- The management of change
- Developing the HR function and the business partner role.

### Course Objective

You will:

- Gain a broad conceptual understanding of human resource management (HRM) as a strategic activity and how this is changing
- Understand how HRM contributes to your business strategy and how to measure achievements in HR policies
- Gain insights into the analysis of organizations
- Understand the relationship between HR strategy and implementing strategic change.

## Who Should Attend?

Senior line managers or HR professionals, such as HR directors, who have a major responsibility for HR strategic development and change.