

What is it?

This course is unique in that it 'takes the lid off' the unhelpful beliefs and perceptions of HR typically found in organisations today, to understand where they come from, why it's like this and how HR themselves can transform them.

We demonstrate why a partnering HR function is a strategic champion of creating, steering and safeguarding a joined up People Story which is compelling for both internal and external stakeholders.

Who is it for?

This course has been designed specifically to inspire, empower and equip Senior HR professionals who want to transform the role of HR in their organisations from technical support function to strategic, impactful business partner in both the board room and across the organisation as a whole.

Content Covered

This is a practical and interactive workshop designed to help HR leaders and their teams understand how far along the journey from technical function to partnering they really are:

- Who are the internal and external stakeholders in our People Story?
- How do they impact, and what do they demand from a joined up People Story?
- HR in the media and the link to commercial realities, share price / stakeholder perception
- Our HR processes – are they transactional or are they transformational?
- Where do typical beliefs 'HR do the soft stuff'; 'HR gets in the way'; 'HR don't understand the business come from? And how can we transform them?

Using a practical case study we explore the impact that the values, beliefs and behaviours of senior HR professionals have on the outcomes they achieve with the HR agenda with the wider organisation

Learning outcomes

At the end of the course participants will:

- Understand how their own beliefs and behaviours impact outcomes in the context of the HR agenda.
- Perceive the potential role of HR in their organisation through new lenses
- Have evaluated their own current HR processes through these new lenses
- Have greater awareness and understanding coupled with practical tools and techniques for transforming HR in their own organisation

How is it delivered?

With your organisation

- One day course for up to 15 participants

