



External Training Course

HR as a Strategic Partner (Managing the Risks of a Changing Workforce)

From 16 Dec. To 20 Dec. 2024

From 20 Jan. To 24 Jan. 2025

From 03 Feb. To 07 Feb. 2025

Italy, Milan, NH Collection Milano

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(Managing the Risks of a Changing Workforce)**

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INTRODUCTION

Organizations that are successful at strategy have mastered certain skills and all of them relate directly to the competencies and responsibilities of human resources. As a result, human resources must be aware of what value it creates, how it creates value and what interests affect and are affected by HR activities. Since HR has a unique cross-functional and global perspective of the organization's most critical asset-the knowledge, skills and abilities of its workforce-HR leaders can create value by consulting and advising on aligning workforce assets with strategic demands. HR can also apply value chain analysis to its own business, identifying cost centers, its core competencies and activities that may be candidates for outsourcing. This HR Management training seminar on HR as a Strategic Partner will focus on why HR should become a strategic partner, how HR can become a strategic partner and, more importantly, how do we change the HR function to better support the business objectives and become a true "business partner". This training seminar will highlight:

- The argument for strategic partnering; scanning the environment, identifying the challenges, focusing on continuous improvement.
- How to prepare the current workforce for the future of work and identify the workers of the future?
- Identifying which HR strategic activities help move the organization toward its strategic goals.
- How to identify and focus on core competencies in order to direct efforts where they will have the best impact?
- Systems thinking and making changes in one area to achieve strategic goals.

Objectives

It is not enough to call ourselves a strategic partner. To be a strategic partner, we must focus on outcomes. In addition, HR must be credible to the business. Credibility requires different competencies and this training course will focus on those competencies. At the end of this training seminar, participants will understand how to:

- Improve the strategic relationship between effective HRM and core business functions.
- Better apply information with which to contribute to the organization's strategic plan.
- Design strategies to ensure a strong customer service culture in the HR function.
- Develop visions for critical solutions to organizational human capital challenges.
- Make better decisions with confidence based on analysis of available information to drive business success.
- Create a strategy to develop a culture that fosters efficient and effective interactions and decision making.

Training Methodology

This is a very practical, interactive HR Management training seminar that will utilize a variety of methods including case studies, videos and other media as well as PowerPoint slides to communicate and deliver the course objectives. This training seminar is interactive and will require participation in both small groups and with the entire audience.

Course Outline

DAY 1: The Strategic Role of Human Resources in Organizations

- The Evolving Role of the HR Profession.
- Dimensions of Change in the HR Profession.
- Management Functions.
- Critical Management Skills for HR Professionals.
- Strategic Planning.
- Aligning the HR Function with the Strategic Plan.
- Emergent Strategy.

DAY 2: Assessing the Internal Environment

- Assessing an Organization's Internal Environment.
- HR's Internal Business Partners.
- Organizational Design.
- Organizational Structures.
- Building Partnerships in the Internal Environment.
- Building Credibility.
- Making a Business Case.

DAY 3: Scanning the External Environment

- Environmental Scanning.
- Factors that Impact the External Environment.
- Demographics.
- Economic Factors.
- International and Globalization.
- Political Factors & Social Factors.

DAY 4: Measuring Strategic Outcomes

- Strategic Measurements.
- The Use of Technology.
- Measurement Techniques.
- Understanding Research Terms and Techniques.
- Human Resource Auditing.
- Indicators of HR Strategic Performance.

DAY 5: Issues Affecting Organizations

- Ethics and Creating an Ethical Environment.
- The Legislative and Regulatory Environment.
- Precautionary Exercises.
- Preparing for the Future.

Course Details & Agenda:

(1st Day)

8.30	9.00	Opening Remarks (30 Min.).
9.00	11.30	<u>DISCUSS COURSE TOBICS:</u> <ul style="list-style-type: none"> • The Strategic Role of Human Resources in Organizations. • Assessing the Internal Environment. • Scanning the External Environment. • Measuring Strategic Outcomes. • Issues Affecting Organizations.
11.30	12.00	Coffee Break
12.00	14.00	<u>The Strategic Role of Human Resources in Organizations:</u> <ul style="list-style-type: none"> • The Evolving Role of the HR Profession. • Dimensions of Change in the HR Profession. • Management Functions. • Critical Management Skills for HR Professionals. • Strategic Planning. • Aligning the HR Function with the Strategic Plan. • Emergent Strategy.
14.00	14.30	Questions and Discussion
14.30		Buffet Lunch

(2nd Day)

9.00	11.30	<u>Assessing the Internal Environment:</u> <ul style="list-style-type: none"> • Assessing an Organization's Internal Environment. • HR's Internal Business Partners. • Organizational Design. • Organizational Structures.
11.30	12.00	Coffee Break
12.00	14.00	<u>Assessing the Internal Environment:</u> <ul style="list-style-type: none"> • Building Partnerships in the Internal Environment. • Building Credibility. • Making a Business Case.
14.00	14.30	Questions and Discussion
14.30		Buffet Lunch

(3rd Day)

9.00	11.30	<u>Scanning the External Environment:</u> <ul style="list-style-type: none"> • Environmental Scanning. • Factors that Impact the External Environment. • Demographics.
11.30	12.00	Coffee Break
12.00	14.00	<u>Scanning the External Environment:</u> <ul style="list-style-type: none"> • Economic Factors. • International and Globalization. • Political Factors & Social Factors.
14.00	14.30	Questions and Discussion
14.30		Buffet Lunch

(4th Day)

9.00	11.30	<u>Measuring Strategic Outcomes:</u> <ul style="list-style-type: none"> • Strategic Measurements. • The Use of Technology. • Measurement Techniques.
11.30	12.00	Coffee Break
12.00	14.00	<u>Measuring Strategic Outcomes:</u> <ul style="list-style-type: none"> • Understanding Research Terms and Techniques. • Human Resource Auditing. • Indicators of HR Strategic Performance.
14.00	14.30	Questions and Discussion
14.30		Buffet Lunch

(5th Day)

9.00	11.30	<u>Issues Affecting Organizations:</u> <ul style="list-style-type: none"> • Ethics and Creating an Ethical Environment. • The Legislative and Regulatory Environment.
11.30	12.00	Coffee Break
12.00	14.00	<u>Issues Affecting Organizations:</u> <ul style="list-style-type: none"> • Precautionary Exercises. • Preparing for the Future.
14.00	14.30	Questions, Discussion & Conclusion Training Course.
14.30		Buffet Lunch