Developing an HR Strategy

Intended Audience	Mid-Level, Senior-Level involved in strategy development	Delivery Options	• 2-Day In-Person (Onsite or Seminar) • 4-Week Virtual
HR Competencies	• Leadership & Navigation • Analytical Aptitude • HR Expertise (HR Knowledge)	Recertification*	SHRM: 15 PDCs

Program Overview

Talent is an organization's biggest asset, and developing a consistent and comprehensive approach to maximizing the potential of this asset has never been more critical. Through this course, you will create a thoroughly defined road map to build your strategy design team, secure buy-in, and hold critical discussions about the future of talent in your organization. In addition, by interacting with other HR professionals and senior leaders in attendance, you will learn how to develop and execute a comprehensive people strategy.

The course dives into the four components of a well-rounded HR strategy: Accelerate Performance, Champion Culture, Maximize Talent and Optimize Intelligence. Your expert facilitator will guide you through current talent trends and foster discussion on how trend responsiveness will support your organization. You will leave with a list of the most pressing topics for your organization to address, along with techniques for having these discussions and reaching business-critical decisions.

Program Objectives

This program is designed to provide you with the knowledge and skills necessary to:
- Understand the foundational elements to creating and executing an HR strategy.
- Discuss SHRM's organizational framework and how it should influence your people strategy.
- Explore business trends that inform talent-focused strategies.
- Develop a comprehensive road map for building a people strategy.

Program Modules

This program includes the following modules:

- Module 1: Introduction
- Module 2: People Strategy Basics
    - People Strategy Defined
    - People Strategy and Business Strategy
    - People Strategy Process
    - Generating Senior Leadership Buy-In
    - Building Your Development Team
    - Setting Strategic Priorities
    - Developing a Project Plan
    - Communicating and Managing Change
    - Identifying Metrics and Sharing Results
- Module 3: SHRM's Organizational Framework Overview
- Module 4: Accelerate Performance
    - Outcome Focus
    - Buy-In and Adoption
    - Organizational Design
    - Workforce Planning
- Module 5: Champion Culture
    - Organizational Resilience
    - Innovation Culture
    - Risk Management
    - Inclusion
    - Collaborative Culture
    - Labor Strategy
- Module 6: Maximize Talent
    - Leadership Development
    - Compensation and Benefits
    - Employer Brand
    - Engagement Strategy
    - Performance Appraisal
    - Internal Mobility
- Module 7: Optimize Intelligence
    - Trend Responsiveness
    - HR Technology
    - Metrics and Analytics
    - Technology Implementation
- Module 8: Action Planning
    - Developing Your Next Steps
    - Mapping Contingencies
    - Identifying Risks
- Module 9: Conclusion