

Strategies for Leadership in HR

Intended Audience	Mid-Level Preparing for Senior-Level & New Senior-Level HR Professionals	Delivery Option	2-Day In-Person (Onsite or Seminar)
HR Competencies	<ul style="list-style-type: none"> • Leadership & Navigation • Business Acumen • HR Expertise (HR Knowledge) 	Recertification*	SHRM: 15 PDCs

Program Overview

This comprehensive learning program, which is based on today’s leadership landscape, is rich with powerful examples, tools, frameworks and models that you can use to improve your leadership IQ. You will explore trends in important, top-of-mind areas such as social and political change, essential technologies, and inclusion, equity and diversity. You will also have the opportunity to assess your individual leadership readiness and receive expert guidance on how to best achieve results through the art of persuasive leadership. As a bonus, you will learn how to be your own leadership coach as you prepare to become a more effective business leader.

Program Objectives

This program is designed to provide you with the knowledge and skills necessary to:

- Interpret and implement strategies to manage key leadership landscape topics.
- Assess your leadership strengths and areas for improvement, and identify tools that can help to close the gaps.
- Determine strategic awareness, readiness and decision-making methods.
- Discover how to lead the executive ecosystem via formal analysis and development of your personal social networks.
- Achieve results through persuasive leadership techniques.
- Employ leadership self-coaching techniques for continual learning, development and self-care.

Program Modules

- Module 1: Introduction
- Module 2: The Leadership Landscape
 - Leadership trends
 - Social and political change
 - Eight essential technologies for innovation and success
 - Future of work
 - Recruiting
 - inclusion, equity and diversity
 - Strengthening the leadership bench

*Visit <https://www.shrm.org/credentials/certification/recertification> for the most up-to-date recertification credit details.

- Growing privacy concerns
 - Leading remote and gig employees
 - Assessing your leadership strengths and weaknesses
- Module 3: Enhancing HR Strategic Impact
 - Understanding HR strategy
 - Value creation through HR
 - Moving from value creation to capture
 - Creating an HR strategic plan
- Module 4: Strategic Decision-Making
 - Executive decision-making
 - Decision-making challenges
 - Optimizing decisions
 - Adopting an analytical approach to HR
- Module 5: Managing the Executive Ecosystem
 - The importance of networks
 - Personal network analysis
 - The value of collaboration
 - Managing intergenerational teams
 - Coaching high-potential employees
 - Developing higher levels of emotional intelligence
- Module 6: Achieving Results
 - The art of persuasion
 - Persuasive leadership
 - Conducting difficult dialogues
- Module 7: Conclusion