

MANAGEMENT DEVELOPMENT PROGRAMMES

HUMAN RESOURCE

Course Title	: STRATEGIC HUMAN RESOURCE PRACTICES AND PLANS
Course Code	: HR: SHRP&P
Course Overview	: People are key to the achievement of organisational goals – perhaps even the most important competitive edge. Integrating strategies for people with overall organisational strategies is important if the latter are to be achieved. By the end of the course, participants will be able to apply the principles of strategic human resource management in the workplace.
Target Audience	: HR and personnel professionals who have previously operated at a tactical level and who wish to ensure that they make a strategic impact on organisations.
Selected Session Topics	: <ul style="list-style-type: none"> - Strategic human resource management – reality or rhetoric? - Choices in strategy formulation: <ul style="list-style-type: none"> • The options in developing HR plans. • Advantages and disadvantages of different Approaches - Aligning HR strategy with organisational goals: <ul style="list-style-type: none"> • The principles of HR strategy • The levels of HR strategy • Putting people management at the heart of the organisation - Change and HR strategy: <ul style="list-style-type: none"> • Change as the inevitable consequence of HR strategy – using it effectively • Methods of change management - Evaluation in strategic HRM: <ul style="list-style-type: none"> • Measures of success and benchmarking - Committing the organisation: <ul style="list-style-type: none"> • Getting plans accepted at the top level • Getting the whole organisation’s commitment - Into reality – action planning: <ul style="list-style-type: none"> • Taking stock of learning • What to do next
Key Take-Away	: <ul style="list-style-type: none"> - Getting HR strategy accepted by the organisation. - How HR fits with organisation strategy. - Gaining the ‘buy-in’ from key players in the organisation. - Measuring success.

