

High Impact Strategic HR

Human Resources
Toronto (Canada)
24 - 28 Feb 2025

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High Impact Strategic HR

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Introduction

People's issues are clearly now dominant on the business agenda, but as these issues become more important to business leaders, there is increasing tension between the needs of the company and HR's ability to deliver. The rallying cry for HR practitioners for decades has been twofold: "HR must be at the Executive table" and "HR must be more strategic". And yet many HR departments are still struggling to achieve both of these aims. Why is that? How did it come to this? Why are many HR departments still struggling to be recognized and contribute? The answers to these questions can be found in this course!

Course Objectives of High Impact Strategic HR

- The difference between transformational, and transactional
- Understanding the HR structure
- Provide value for services in HR
- Skills needed in HR staff

High Impact Strategic HR Course Outlines

Day 1

Introduction

- Use of the word "transform"

Be transformational, not transactional

- The transactional HR department
- The HR department is a staff, not a line, department!
- What is different about a transformational HR department?
- Does this mean the transformational HR department doesn't do transactional stuff?
- Comparing strategic and non-strategic HR actions

Day 2

Think about structure - Structuring the HR department

A graphic of a chessboard with several chess pieces (a king, a queen, a rook, and a pawn) on it. The board is white and black, and the pieces are gold and silver. The text 'UK Training PARTNER' is overlaid on the board.

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- The specialist HR department
- The Generalist HR department
- Dave Ulrich's model for structuring HR departments

Day 3

Be credible - have educated, experienced, trained HR practitioners

- Roles of the HR practitioner in a transformational HR department
- Skills needed in HR staff
- Credibility
- Jim Canterucci discusses change leadership

Day 4

Provide value for service

- HR must show that they can and are assisting the line managers to achieve their goals
- Metrics or not?
- Pason Systems Inc - Conversation with Ron Dudar
- Human Resources Manager

Day 5

Application Workshop for your organization

A graphic illustration of a chessboard with several chess pieces. A large gold king piece is prominent in the foreground, with a silver pawn and a silver knight behind it. The board is set against a background of concentric white circles on a light gray surface.

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