

High Impact Strategic HR

Kuala Lumpur (Malaysia)

16 - 20 June 2025

UK Training

PARTNER



High Impact Strategic HR

Code: HR28 From: 16 - 20 June 2025 City: Kuala Lumpur (Malaysia) Fees: 3900 Pound

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

- The specialist HR department
- The Generalist HR department

A graphic of a chessboard with several chess pieces (a king, a pawn, and a knight) on it, set against a background of concentric circles. The text 'UK Training PARTNER' is overlaid on the right side of the board.

UK Training
PARTNER

- 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

UK Training
PARTNER



Blackbird Training Cities

Europe

izmir



Podgorica (Montenegro)



Stockholm (Sweden)



Lyon (France)



Copenhagen (Denmark)



Bordeaux (France)



Annecy (France)



Oslo (Norway)



Edinburgh (UK)



Glasgow (Scotland)



Malaga (Spain)



London (UK)



Istanbul (Turkey)



Amsterdam (Netherlands)



Düsseldorf (Germany)



Paris (France)



Barcelona (Spain)



Munich (Germany)



Geneva (Switzerland)



Prague (Czech)



Vienna (Austria)



Rome (Italy)



Brussels (Belgium)



Madrid (Spain)



Berlin (Germany)



Lisbon (Portugal)



Manchester (UK)



Milan (Italy)

USA & Canada



Los Angeles (USA)



Florida (USA)



Online



Boston (USA)



Washington (USA)



Miami (USA)



New York (USA)



Toronto (Canada)

UK Training
PARTNER

Blackbird Training Cities

Asia



Baku (Azerbaijan)



Maldives (Maldives)



Manila (Philippines)



Bali (Indonesia)



Bangkok (Thailand)



Beijing (China)



Moscow (Russia)
(Malaysia)



Singapore (Singapore)



Sydney (Australia)



Tokyo (Japan)



Dubai (UAE)



Kuala Lumpur



Jakarta (Indonesia)

Africa



Kigali (Rwanda)



Cape Town (South Africa)



Accra (Ghana)



Lagos (Nigeria)



Marrakesh (Marocco)



Nairobi (Kenya)



Cairo (Egypt)



Sharm El-Sheikh (Egypt)



Casablanca (Morocco)



Tunis (Tunisia)



Blackbird Training Clients



UK Training
PARTNER

Blackbird Training Categories

Management & Admin

- Professional Skills
- Finance, Accounting, Budgeting
- Media & Public Relations
- Project Management
- Human Resources
- Audit & Quality Assurance
- Marketing, Sales, Customer Service
- Secretary & Admin
- Supply Chain & Logistics
- Management & Leadership
- Agile and Refinement

Technical Courses

- Hospital Management
- Public Sector
- Special Workshops
- Oil & Gas Engineering
- Telecom Engineering
- IT & IT Engineering
- Health & Safety
- Law and Contract Management
- Customs & Safety
- Aviation
- C-Suite Training



 International House 185 Tower Bridge
Road London SE1 2UF United Kingdom

 +44 7401 1773 35
+44 7480 775526

 training@blackbird-training.com

 www.blackbird-training.com

UK Training
PARTNER

