

## High Impact Strategic HR

*Kigali (Rwanda)*

*24 - 28 February 2025*

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## High Impact Strategic HR

Code: HR28 From: 24 - 28 February 2025 City: Kigali (Rwanda) Fees: 3300 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

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

### 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.
- Dave Ulrich's model for structuring HR departments.

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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### Day 3

Be credible - have educated, experienced, and 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

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