

# Leadership: Strategies for Leading & Navigating in HR

<b>Intended Audience</b>	Senior-Level	<b>Delivery Option</b>	4-day, 2-part In-Person (Onsite or Seminar)
<b>HR Competencies</b>	<ul style="list-style-type: none"><li>• Leadership &amp; Navigation</li><li>• Business Acumen</li><li>• HR Expertise (HR Knowledge)</li></ul>	<b>Recertification*</b>	<ul style="list-style-type: none"><li>• SHRM: 30 PDCs</li><li>• HRCI: 26 (Business Management and Strategy credit)</li></ul>

## Program Overview

In this comprehensive two-part program, an expert in strategic leadership discusses human resource management from both strategic and consultative perspectives. Your organizational experiences will be used as the foundation for identifying relevant issues and applying business lessons throughout the program. You will have time after Part I to reflect on the concepts and materials, integrate them into your work responsibilities, and experiment with new work styles and approaches. Accordingly, you will return to Part II of this program with a higher level of engagement and greater insight into strategic and systemic leadership of the people function in your organization.

## Program Objectives

**Part 1, Strategic Leadership and Decision Making**, is designed to provide you with the knowledge and skills necessary to:

- Recognize how value is created through HR.
- Draw on frameworks for driving growth and change via HR management.
- Leverage HR to execute business strategy.
- Model approaches for making decisions under risk and uncertainty.
- Critically evaluate information to determine HR return on investment and organizational impact.
- Improve decision making through the use of business analytics and scenario planning.

**Part 2, Collaborative Leadership**, is designed to provide you with the knowledge and skills necessary to:

- Develop effective interpersonal relationships across boundaries.
- Coach fellow executives toward the achievement of collaborative results.
- Promote shared responsibility and accountability throughout the organization.
- Communicate leadership objectives persuasively and effectively.
- Utilize influence tactics and negotiation strategies for competitive advantage.
- Make use of adaptive leadership styles based on context.

## Program Modules

Part 1, Strategic Leadership and Decision Making, includes the following modules:

- Module 1: Introduction
- Module 2: Enhancing HR Strategic Impact
  - Understanding HR strategy
  - Value creation through HR
  - Moving from value creation to capture
  - Creating an HR strategic plan
- Module 3: Strategic Decision Making
  - Executive decision making
  - Decision-making challenges
  - Optimizing decisions
  - Adopting an analytical approach to HR
- Module 4: Conclusion

Part 2, Collaborative Leadership, includes the following modules:

- Module 1: Introduction
- Module 2: Managing the Executive Ecosystem
  - The importance of networks
  - Personal network analysis
  - The value of collaboration
- Module 3: Achieving Results Through Others
  - The art of persuasion
  - Persuasive leadership
  - Conducting difficult dialogues
- Module 4: Conclusion