

# Strategic HR: Delivering Business Results

<b>Intended Audience</b>	Mid-Level	<b>Delivery Options</b>	2-Day In-Person (Onsite or Seminar)
<b>HR Competencies</b>	<ul style="list-style-type: none"><li>• Leadership &amp; Navigation</li><li>• Critical Evaluation</li><li>• HR Expertise (HR Knowledge)</li></ul>	<b>Recertification*</b>	SHRM: 15 PDCs

## Program Overview

Help lead the development and execution of an HR strategy in your organization through exploration of the essential components of both an HR and organizational strategy, and how these strategies should align. Through case studies and group activities, learn how to leverage information and create a wholly aligned HR strategy and implementation plan for your organization.

## Program Objectives

This program is designed to provide you with the knowledge and skills necessary to:

- Define and describe organizational strategy
- Recognize the major components of a good organizational strategy.
- Create an HR strategy that is aligned with an organizational strategy.
- Develop an HR strategy implementation plan in order to execute strategy.

## Program Modules

This program includes the following modules:

- Module 1: Introduction
- Module 2: Understanding Organizational Strategy
  - Defining strategy
  - Types of organizational strategies
  - The value proposition
  - The strategic planning process
  - Metrics
  - Case study – Performance Guidance Systems (part 1)
- Module 3: Formulating an HR Strategy
  - Connecting organizational strategy to an HR strategy
  - Steps in creating an HR strategic plan
  - Case study – Performance Guidance Systems (part 2)



\*Visit [shrm.org/seminars](http://shrm.org/seminars) for the most up-to-date recertification credit details.

- Module 4: Creating and Executing an HR Implementation Plan
  - Creating the tactical HR plan
  - Change management, communication, and risk
  - Measures of success
  - Case study – Performance Guidance Systems (part 3)
- Module 5: Conclusion