Digital Transformation: Cultivating Elastic HR

Intended Audience	Mid-level	**Delivery Options**	• 4-Week Virtual
HR Competencies	• HR Expertise (HR Knowledge) • Leadership & Navigation • Business Acumen	**Recertification***	SHRM: 15 PDCs

Program Overview

Shift mindsets and push past the status quo. During this time of digital disruption and rapid technology advances—be the leader who strengthens and influences organizational digital strategies.

Learn how leveraging HR technology improves business agility, effectively uses business intelligence, and upskills a more diverse workforce. By advancing your strategic digital planning skills and employing a framework for HR digital transformations, you will lead your organization beyond piecemeal technology adoption and towards an integrated platform approach that embraces the true digitization of HR.

Program Objectives

Our goal is to help you immediately apply what you learn in this program regardless of where you are in your digital journey. This program is designed to provide you with the knowledge and skills necessary to:

- Harness HR technology to strengthen your resilience, secure your business continuity and amplify your employees' talent
- Employ a framework to acquire and deploy new HR technology
- Promote digital HR and build a business case for deploying new HR technologies
- Measure the impact of your digital HR initiatives using tangible results

Program Modules

This program includes the following modules:

Module 1: Introduction
Module 2: Digital Transformation Overview
- HR Digital transformation as a core strategy for business continuity
- HR role in creating digitally enabled workplaces
- Generating business value with HR digital transformations
- Employee digital experience using intelligent technologies

- The HR digital transformation framework

Module 3: Needs Assessment and Digital Solutions
- Analyze short and long-term organizational needs
- Organization's digitization maturity level
- A Strategy for HR technology
- HR systems and applications
- Defining digital transformation goals and metrics
- Best practices for streamlining operational processes

Module 4: Building a business case and Getting Buy-In
- Key elements for obtaining business buy-in
- ROI for technology initiatives
- Using quick wins to get buy-in
- Strategies for data presentation

Module 5: System Selection and Vendor Relations Management
- Different approaches for deploying new technologies
- HR technology vendor selection process and factors to consider
- Request for Proposal (RFP) process
- Pricing models for HR digital solutions
- Digital solution evaluation

Module 6: Implementation Plan and Change Management
- Stages of the implementation plan
- Building a core team to drive implementation success
- Pilots and limited release to manage risk
- Security access and data safety protocols
- Scaling change management efforts and interventions
- Strategies for change management and HR role
- Employ an effective communication plan to drive participation and gather feedback
- Training users on system functionality and new process

Module 7: Maintenance and Ongoing Support
- Elements of digital implementation evaluation plan
- Evaluating systems to work as per design
- Review success criteria/metrics determined in planning phase
- Planning for bug fixes and subsequent updates

Module 8: Conclusion