

Outline
programme



HR Professionals Series

Re-igniting stronger organisations

Overview of what it covers

This programme will give you a comprehensive range of practical tools and skills to empower you to provide support and challenge to your key stakeholders and business leaders within your organisation.

It focuses on the future of work, the implications of this for HR and how your own organisation's business strategy and context shapes your role and priorities.

The changing shape of the psychological contract, operating models and blend between people, process and technology will also be explored. Your personal purpose, strengths and relationships with others will provide you with your own, unique HR professional formula.

Key skills such as consulting, change management, working in an agile way, coaching and facilitation skills are also core to this modular, experiential and blended programme.



Benefits to your organisation

- ✓ HR Professionals who are capable of combining strategic HR and commercial awareness in the delivery of day-to-day solutions
- ✓ Greater alignment and understanding of the business to shape, steer and advise on HR solutions
- ✓ Enhanced consultancy skills to build trust and credibility with internal stakeholders
- ✓ Honing your skills to turn HR and People strategies into action, and applying these to specific contexts
- ✓ Greater levels of self-confidence, resilience and ownership; alongside clarity on what your role is and isn't
- ✓ Clearer understanding of the holistic role of modern-day HR, the opportunities it brings to drive businesses forward through future-proofed People practices



Benefits to you

- ✓ Increase your ability to apply a commercial and strategic lens to your role
- ✓ Understand your strengths and identify development opportunities
- ✓ Consider and reflect on the Future of Work, and its impact on your role and the role of HR / People function
- ✓ Enhance your consultancy, influencing and relationship skills
- ✓ Further develop coaching, change management and problem solving skills
- ✓ Build your credibility and confidence
- ✓ Deepen your relationships with key stakeholders and HR peers

The role of HR in the new world, my role and my opportunities

- Understand the future of work and what this means for HR's role now and in the future
- Understand the different HR operating models available
- Understand which model your business utilises currently and explore potential improvements
- Understand the macro trends affecting your business and the HR function
- Understand your business context and how this shapes your role
- Understand where you are as a function and what this means for your functional strengths and areas for development
- Coach and support each other as a group

My Influence

- Understand the nature of influence, the importance of this and how HR Professionals can use this to strengthen their HR practice
- Identify situations where HR needs to influence
- Explore your natural influencing preferences and style and how identify how to build on this to become more intentional and create more presence and impact
- How to flex our communication style to different audiences in order to be more influential
- Introduce different modes and mindsets of influencing
- How to set up productive conversations in order to influence the outcome
- Practice using your influencing skills to build confidence and competence

My Strengths

- Understand Positive Psychology and strengths-based thinking and its application to business and HR
- Understand your own strengths profile and the implications of this for how you work
- Identify any performance risks that may be limiting your contribution in your current/future roles
- Understand the impact of this on your professional purpose
- Understand the contribution of strengths to team dynamics and relationships (with colleagues and clients)
- Create a personal development action plan

My Consulting Skills

- Understand what consulting is and how it differs from other parts of the HR role
- Learn a structured approach to consulting using the consulting cycle, from diagnosing to implementation and embedding
- Explore the different consulting intervention styles available to HR practitioners

My Coaching Skills

- Understand what coaching is and its benefits to HR practitioners
- Understand the key principles of coaching; how it differs from delegation or advice giving and when HR practitioners should adopt a coaching approach
- Learn a structured approach to coaching, including tools/frameworks to support the adoption of a coaching approach
- Develop the confidence and skill to use coaching questions effectively and start to develop a powerful question bank
- Develop the understanding and confidence to have career coaching conversations
- Coach and support each other as a group

Problem Solving and Creativity

- Understand the increasing requirement for HR practitioners to find solutions and think outside the box
- Learn a structured approach to problem definition and root cause analysis
- Understand the different approaches to solutionising and creative thinking
- Identify the different approaches to decision making, the impact of each and when each is best used
- Triad problem solving practice around scenarios
- How to assess the effectiveness of decisions and use this to course correct, shape future decisions

Change Management for HR

- Understand successful delivery of change and the pitfalls to avoid
- Learn a structured approach to change management, including tools/frameworks
- Create action plans to anticipate and deal with resistance
- Build awareness around change and support teams/stakeholders to remain focused and effective
- Explore how to remain resilient and agile through change
- Work on a live change project
- Coach and support each other as a group of Change agents to enable personal resilience and on-going practice and development

Facilitation Skills

- Understand the role facilitation skills plays in the HR toolkit
- Identify situations in which it is more effective for HR to play the facilitation role
- The different facilitation approaches (formal vs informal)
- The different modes of facilitation, how this affects the role of facilitator and the pros and cons of
- Facilitation tips and techniques
- Preparation and practice of a facilitation piece (optional)

Talent Management

- This is a positioning module to support HR practitioners in understanding the strategic importance of talent management (especially in the context of the future world of work), how it all ties together and support them in positioning this strategically within their businesses
- Overview of HR's role versus the businesses role in Talent Mapping/strategic resource planning
- Understand the various activities which need to be managed as a result

Other Optional Modules

- Organisational design
- Collaborating across business support functions
- Engagement and communication
- Data analytics and interpretation
- Restructuring and TUPE

All modules are able to be delivered virtually, or face to face, and can be used as part of a programme or as stand alone.