

Strategic HR Management

Linking People Strategy with Business Strategy to Achieve High Performance

Human resources (HR) executives are on the move. Leaving the back office for the boardroom and shifting their focus from the front line to the bottom line. To succeed, the HR department must turn its inward focus outward. By anticipating work force trends, shaping and executing business strategy, identifying and addressing people-related risks and regulations, and enhancing work force performance and productivity, HR departments can earn their place among the top value drivers in the organization.

HR functions can and should play a strategic role in helping the business succeed and grow in an environment where competition is global and talent is scarce.

Objectives

This workshop on **Strategic HR Management** aims to provide HR leaders and managers with an insight on how HR can make strategy happen and contribute to effective HR transformation for organizations.

Workshop Take-Away

Participants will get to experience the **COE *hr-Pulse Rate***, an on-line diagnostic tool, to understand his/her own organization's current state of HR operation and determine development opportunities towards Strategic HR Management.

Workshop Facilitator



Amy has more than 20 years of experience in Human Resources. Her expertise has been in Strategic HR Management, Talent Management, Performance Management, Organisational Development & Design and Leadership Development.

Amy was a nominee for Best HR Director consecutively in 2004 & 2005 by HRM Singapore. In 2008, she was awarded by the Singapore Human Resource Institute (SHRI) for the HR Leader Award.

AGENDA

Introduction

Overview of HR Management and Strategic HR Management

Growing Business Requirements Toward Strategic HR

The next agenda for competitive human resources
The Changing Nature of Human Resources: A Model for Multiple Roles

What do your internal customers expect from HR?

HR as Account Manager

HR as Human Resource Architect

HR as Employee Champion

HR as Administration Expert

Achieving Strategic Business Partnership

How can HR meet these expectations?

Breaking the myths

Enhance the role of HR – HR transformation

Becoming a Strategic Partner

The Role of HR

Competencies needed to meet requirements

Understanding your *hr-Pulse Rate*

Transforming HR

Managing & Implementing Change: Forging a Strategic Alliance with Line Managers

Creating & sustaining HR Value

Outlook and Conclusion

Who Should Attend:

- HR Directors and Leaders
- HRD or OD Managers
- HR Managers
- Business Leaders who are interested in getting more out of their HR

Registration

Fee: SGD 650 per pax. Discounts available for groups of 3 and more.

Please register at <http://www.coe-partners.com/Surveys/CourseRegistration.html> or email us.