

DAY 1

The Strategic Role of Human Resources in Organizations

- The Evolving Role of the HR Profession
- Dimensions of Change in the HR Profession
- Management Functions
- Critical Management Skills for HR Professionals
- Strategic Planning
- Aligning the HR Function with the Strategic Plan
- Emergent Strategy

DAY 2

Assessing the Internal Environment

- Assessing an Organization's Internal Environment
- HR's Internal Business Partners
- Organizational Design
- Organizational Structures
- Building Partnerships in the Internal Environment
- Building Credibility
- Making a Business Case

DAY 3

Scanning the External Environment

- Environmental Scanning
- Factors that Impact the External Environment
- Demographics
- Economic Factors
- International and Globalization
- Political Factors
- Social Factors

DAY 4

Measuring Strategic Outcomes

- Strategic Measurements
- The Use of Technology
- Measurement Techniques
- Understanding Research Terms and Techniques
- Human Resource Auditing
- Indicators of HR Strategic Performance

DAY 5

Issues Affecting Organizations

- Ethics and Creating an Ethical Environment
- The Legislative and Regulatory Environment
- Precautionary Exercises
- Preparing for the Future