

## **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