

# HR as a Strategic Alliance

## Controlling the Dangers of an Adapting Workforce

### Introduction

Successful strategies are the result of an organization's mastery of a few abilities, all of which are closely related to the duties and competences of human resources. Human resources must thus understand the value it adds, how it adds value, and which interests influence and are influenced by HR operations.

Since HR has a distinct cross-functional and global view on the knowledge, skills, and talents of the organization's workforce—its most valuable asset—HR executives may provide value by offering advice and consultation on how to match worker assets with strategic needs. Value chain analysis is another tool HR may use to analyse its own operations. It can help discover cost centres, key competences, and tasks that might be outsourced.

The main topics of discussion in this Course N Carry Human Resource Management training seminar on HR as a Strategic Alliance will be why HR should become one, how to do so, and—above all—how to alter the HR function in order to better support business goals and establish us as genuine "business partners."

### The main points of this Course N Carry training lecture are:

- The case for strategic partnership; assessing the surroundings, recognizing the difficulties, and emphasizing ongoing development
- How can we find the workers of the future and train the present workforce for the demands of the workplace of the future?
- Determining which strategic HR initiatives support the firm in achieving its objectives
- How can one pinpoint and concentrate on essential talents to focus efforts where they will be most effective?

### Objectives

Simply referring to ourselves as strategic partners is insufficient. We must put results first if we want to be a strategic partner. Furthermore, HR needs to be trusted by the company. Several qualities are necessary for credibility, and this training program will concentrate on those competencies.

## **Following this Course N Carry training session, attendees will know how to:**

- Strengthen the strategic connection between core business operations and efficient HRM.
- Improved utilization of data to support the organization's strategic strategy
- Create plans to guarantee that the HR department has a good customer service culture.
- Create concepts for important remedies to organizational problems with human capital.
- To ensure corporate success, make more informed decisions with confidence by analysing the facts at your disposal.
- Formulate a plan for fostering a culture.

## **Training Methodology**

In order to explain and deliver the course goals, this highly interactive and practical Course N Carry HR Management training event will make use of a range of mediums, including PowerPoint slides, case studies, videos, and other media. The full audience as well as small groups must participate in this interactive Course N Carry training lecture.

## **Organizational impacts**

**Through both its own strategic objectives and its contribution into the strategic planning process, HR may directly influence the organization's strategy.**

- Create measurements and scorecards with an emphasis on results that will help your business succeed.
- Make workforce and company choices by using your understanding of metrics and business.
- Make certain that every HR endeavour exhibits quantifiable benefits to the company.
- Make a plan of action for handling talent inside the constraints of the job market.
- Create and assess business cases for HR-related projects and other functional activities.
- When making business decisions, keep an eye on the bigger picture.

## **Personal Impact**

**By participating, the participant will be able to apply newly developed abilities to their own businesses and further develop their own competencies as human resources professionals.**

- The capacity to comprehend and use data in order to create the organization's strategic plan
- The capacity to evaluate information and data in order to formulate suggestions and business choices
- The capacity to lead and participate in organizational projects and procedures
- The capacity to counsel stakeholders within an organization
- The capacity to communicate with stakeholders in an efficient manner
- The capacity to control relationships in order to support and serve the organization

## **Who should attend?**

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This Course N Carry Human Resource Management training course may help operational managers who want HR support to meet their strategic goals as well as HR professionals at all levels.

**A wide range of professionals can benefit from this Course N Carry training course, but the following are particularly noteworthy:**

- Managers of Human Resources
- Directors
- Supervisory Personnel
- Anyone involved in the field of strategic planning

## **Course Outline**

### **Day 1**

#### **Human Resources' Strategic Role in Organizations**

- The Changing Nature of the HR Field
- Aspects of the HR Profession's Change
- Functions of Management
- Crucial HR Professional Management Skills
- Methodical Scheduling
- Bringing the HR Department into Line with the Strategy
- New Approach

### **Day 2**

#### **Evaluating the Internal Environment**

- Evaluation of the Internal Environment of an Organization
- The Internal Business Partners of HR
- Design of Organizations
- Organizational Frameworks
- Creating Alliances Within the Organization
- Establishing Credibility
- Developing a Business Argument

### **Day 3**

## **Examining the Outside World**

- Environmental Scanning Elements that Affect the Outside World
- Characteristics
- Financial Aspects
- Globalization and International Relations
- Political Aspects
- Social Elements

## **Day 4**

### **Assessing Strategic Results**

- Methods of Strategic Measurement
- The Application of Technology
- Methods of Measurement
- Comprehending Research Terminologies and Methodologies
- Audits of Human Resources
- HR Strategic Performance Indicators

## **Day 5**

### **Problems with Organizational Ethics and Fostering an Ethical Culture**

- The Environment of Law and Regulation
- Exercises for Precaution
- Getting Ready for the Future