

**Forbes Networks Media  
Invites you..**

# **STRATEGIC HR & BUSINESS PARTNERSHIP 2021**

**Theme: Engage Talent,  
Empower Leaders,  
Enhance Performance**

**August 18 - 19, 2021  
Digital master class  
via MS Teams**

**Register today call or email  
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## Course Overview

Today's HR professionals require a strong functional acumen coupled with a strategic skillset and mindset that allows them a seat at the business table in order to create workplaces that attract and retain great talent. Setting and implementing the people agenda successfully involves partnering with business leaders to guide change, drive employee engagement and create environments that stretch and develop talent with more diverse backgrounds and expectations than ever before.

This 2 day Master Class will take participants through the key models that underpin strategic HR, and are critical in the development of future

HR leader. Over the 2 days we will build the critical capabilities required of today's HR professionals and through a stimulating case study and bring to life the opportunities and challenges faced by HR leaders. You will learn about how other global and local organizations have risen to this challenges and build your skills and confidence to set an organization's talent strategy, identify and assess potential and build employee engagement. Together we will prepare you for a career journey to HR leadership- you are the future.



### Course Leader

# JOEL FARNWORTH

He is world renowned HR expert with over 40 years of experience in HR Leadership. He has helped 300+ corporates houses to implement an effective SHRM strategies in 38 countries across the globe. An impactful HR professional with experience in all aspects of HR Leadership Development and Strategy Creation/Implementation emphasising HR adding value to the business and delivering results.

## Benefits Of Attending

- ◆ Understanding the role of the HR Leader in delivering competitive advantage through people
- ◆ How to develop HR strategy that is aligned to the business strategy
- ◆ How to develop a Strategic Workforce Plan as part of this process
- ◆ How to ensure the identification, attraction, retention and effective management of people through talent management systems and processes
- ◆ How to engage employees through building a culture of inclusiveness and opportunity
- ◆ How to manage a multi-generational workforce
- ◆ Understanding the Employer Brand and the Employee Value Proposition
- ◆ The benefits of coaching and mentoring
- ◆ Neuroscience & Emotional Intelligence in an HR Context

## Who Should Attend

- ◆ HR Directors and Executives
- ◆ Head of HR
- ◆ Senior HR Professionals
- ◆ HR Business Partners
- ◆ Talent Executives and Managers
- ◆ Organisational Development Executives and Managers
- ◆ Head of Administration
- ◆ Head of Learning & Development
- ◆ HR Managers

## Client Requirement Form

To ensure that you gain maximum benefit from this event, a detailed questionnaire will be sent to you to establish exactly what your training needs are. The completed forms will be analyzed by the course trainer. As a result, we ensure the course is delivered at an appropriate level and that relevant issues will be addressed. The comprehensive course material will enable you to digest the subject matter in your own time. This training course is designed specifically for participants to work through a dedicated strategic planning process. It is a high-level, intensive and vigorous programmed that will move rapidly. The trainer will introduce the sessions and then participants will have the opportunity to develop their own plan. It is an extremely practical training course where participants will spend considerable time working on their own ideas that will enable them to achieve superior performance within their personal work domains. This training course will contain case studies and learning principles from various organizations, which will enable participants a frame of reference from which they can then launch into their own activity.

## SESSION

**01 Delivering an HR Strategy in COVID-19**

- ▶ What models are used in setting HR strategy?
- ▶ How does HR strategy fit in with the business strategy?
- ▶ What are the strategic priorities for HR?
- ▶ Who does what in setting and delivering HR strategy?
- ▶ Gaining buy in to HR strategy
- ▶ Preparing an HR plan and implementation process

**Case study:** Develop a HR strategy in a Multi-National Enterprise

## SESSION

**02 Next generation HR**

- ▶ Reflecting on the HR function in 2020 and its evolution to 2025
- ▶ From HR business partner to HR strategic positioner and capability builder
- ▶ HR and predictive analytics
- ▶ What makes an HR function world class?
- ▶ Promoting equality and diversity
- ▶ The new kind of worker every business needs

**Case study**

## SESSION

**03 HR Leadership Responsibilities**

- ▶ Traditional management responsibilities
- ▶ Relationship between HR and the line and devolving responsibility down the line
- ▶ The impact of HR outsourcing and working with an HR business partner
- ▶ Enabling HR policies and practices
- ▶ Directing and guiding the work of others
- ▶ Dealing with conflicting priorities and role overload

**Case study**

## SESSION

**04 Remote Working: The New Normal**

- ▶ The Impact on Your C&B and Payroll?
- ▶ How to tackle the (temporary) shift from the commuting allowance to a telework allowance
- ▶ What is your responsibility in creating a decent remote workplace for your employees?
- ▶ How can you adapt your flexible reward plan to the new situation?

**Case study**

## SESSION

**05 Human Capital Trends & HR Technology: Human Experience Management**

- ▶ How to leverage technology to best respond to the latest Human Capital Trends:
- ▶ Big Data and HRM
- ▶ Understanding sources of data available to HR professionals
- ▶ How to use HR analytics
- ▶ Renewed focus on wellbeing brought by the COVID-19 crisis
- ▶ Integration of artificial intelligence into your teams
- ▶ (Re) skilling to invest in resilience for uncertain futures

**Case study:** How can HR analytics help to deliver the right people in the right place at the right time?

## SESSION

**06 People Management: Leading, Managing and Facilitating Change**

- ▶ Understand the principles of successful change management
- ▶ Consider how leadership impacts upon organisational change
- ▶ Develop evidence-based change management skills
- ▶ Assess changeability of your organisation and how you can better deliver competitive advantage
- ▶ Learn change oriented coaching techniques
- ▶ Bring the three influencing styles of leading, managing and facilitating together

**Case study**

## SESSION

**07 Performance Management: Creating Employee Engagement**

- ▶ The essential stages of Performance Management
- ▶ Setting objectives and evaluating performance
- ▶ Effective Performance Appraisals– making them work for all
- ▶ Building employee engagement, motivation and loyalty
- ▶ The use of assessment and development centres
- ▶ Managing absence effectively and managing discipline and grievance

**Case study**

## SESSION

**08 Neuroscience & Emotional Intelligence in an HR Context**

- ▶ Using neuroscience to manage emotional and
- ▶ Relationship dynamics to achieve high resilience levels.
- ▶ Transforming dysfunctional team behaviour by managing emotions and conflict.
- ▶ Informal team roles. Optimising individual strengths and preferences.
- ▶ The biology of peak performance
- ▶ Understanding the role emotions play
- ▶ Handling fear and frustration

**Case study**

- ▶ Principles of successful sustainable businesses
- ▶ Increase self-awareness of personal and team reactions to change
- ▶ Develop a purpose-driven and coaching focused management style
- ▶ Learn and apply personal and team resilience techniques
- ▶ Identify personal, team and organizational development actions

## Case study

- ▶ Establishing key metrics to track, analyse, report and guide progress for both HR and the business.
- ▶ An increasing need to test progress of the various new approaches and initiatives, amend accordingly and progress further.
- ▶ Mainstream trends (predictive future contributor) and fads, trends (taking a view) – NLP, Neuroscience, EI, 360 Feedback etc. What to advise?

**Key takeaway :** Metrics to track, initiatives to pursue and avoid.

**Learning transfer :** Key takeaways for the individual and to introduce to their business.

## Our Business Partners

