

Executive Seminar | In House

HRM | Human Resources Management

How to manage human capital to play a central role in the organization's strategy?

Most of the S&P 500's assets is conformed by their intangibles, which are heavily represented by their employee's skills and talents. The performance of these organizations depends on having the right people in the right roles. Make Human Resources a strategy enabler.

Renew HR's mission. Make your talent a competitive advantage.

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Program Outline

1 HR Management challenges

The organization needs HR to become a strategic partner and HR needs for human capital to become everybody's business. HRM, a reviewed perspective.

2 Human Capital availability

Translate the strategy in people. *People Planning.* Identify your people's needs and competences in the context of the strategy and organizational goals.

3 Align the personal objectives to the plan

Get every team member involved in the strategy. The strategy has to be in the center of the organization with individual strategic objectives.

4 Align HR strategy with the plan

How should we manage HR to make it a key strategic partner in the organization's strategy? Develop a HR strategic map.

Benefits

- General strategy and competences
- Deployment of *Personal Scorecards*
- HR strategy alignment
- HR department strategic management
- Cycle feedback

Who should attend

Directors, managers, senior leaders and government officials with responsibility in human capital management, who also participate in the development of the organization's strategy and are interested in the development of a structured model to plan and manage human capital in the context of the strategy.

In the **IN-HOUSE** model, the client will be responsible to provide the infrastructure needed to conduct the event. ON STRATEGY will assign senior instructors to ensure a successful and exciting learning experience. Our instructors have experience in similar engagements across multiple industries.



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SCHOOL is ON STRATEGY executive education division. Our programs are designed to meet the needs of executives and Corporate Universities, to develop and reinforce specific competencies on strategy leadership execution.

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