



# STRATEGIC HUMAN RESOURCE MANAGEMENT

**NATIONALLY RECOGNISED & INTERNATIONALLY ACCREDITED**

## OVERVIEW

This Strategic HR Management programme brings participants up to date with the latest best practice in how HR is contributing to business progress and success.

It covers the progress made from administrator to business partner and looks forward to the future evolving role of HR. The overall objective is for participants to enhance their capability and confidence to deliver an improved and impactful HR service to their organisation/business.

# WHAT YOU WILL ACHIEVE

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On completion of the programme, participants will be able to:

- Identify the past, present and potential future influences that have and continue to shape HR progress and impact.
- Outline the key services that business needs from HR to marry best business and best people practice together.
- Determine the key capabilities of the successful HR professional and in particular those needed for the HRBP role (business acumen, relationship management, influencing and change facilitation).
- Choose a structure for HR that best ensures impactful service to the business.
- Be confident in initiating at least two best practices into their own organisation on return to the workplace that progress HR business partnership and aid organisation success.
- Determine key HR metrics to track, report and action & determine potential Human Capital need changes via predictive analytics.

## METHODOLOGY

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Well-balanced theoretical and practical methodology, which includes interactive discussions, case studies, interactive activities/exercises and assignments to understand the concepts and their applicability

## WHAT YOU WILL LEARN

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### Day 1

- The Evolution of HR, major steps in the progress of HR's contribution to business success; Impactive HR Services, 5 key services that make a difference

### Day 2

- Strategy implementation via performance and rewards management

### Day 3

- Organizational Design and Development; Advanced HR Capability and HR Metrics and Analytics

### Day 4

- Talent Management, how to attract and keep best talent

### Day 5

- Managing Change, Influence and Communication
- An examination of HR metrics and predictive analytics.
- Learning Transfer

Each module focuses on clear objectives and skill demonstrations that can be easily linked to real life instances.

# METHODOLOGY

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Well-balanced theoretical and practical methodology, which includes interactive discussions, case studies, interactive activities/exercises and assignments to understand the concepts and their applicability

# EVALUATION CRITERIA

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Participants must have attended the sessions **at least 80%** of the sessions in order to receive a CERTIFICATE from Bangkok School of Management.

# SPECIAL FEATURES YOU WON'T FIND ANYWHERE ELSE ...

Discussions are based on extensive practical experience, not just theory. Engaging interactions characterize the training sessions from start to finish, keeping everyone involved in the learning process, and applying what is learned to real-life work situations and circumstances. Collaborative work is assigned for enhance learning and mastery of knowledge and/or skills.

## FEE

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### Fee Includes:

- 5-Day Training
- Nationally Recognized and Internationally Accredited Certificate of Completion
- Module Notes and Stationary
- Tea/Coffee Breaks
- Working Lunches

**\*Note:** all other expenses are to be borne by participants.

**USD 2,150 / person**

### Group Discount:

- 2-4 pax : 2.5%
- 5-7 pax : 5%
- 8-10 pax : 10%
- 11-13 pax : 15%
- 14-16 pax : 20%

**\*\*\*All prices are VAT exclusive.**