

What learning is needed so that in atleast 9 out of 10 cases we in HR will be able to fill in the following blanks?

“I am doing _____ so that I will build & win _____ for my organisation”

Who Says

HR Can't Build a World-class Business?



POWER HR FORUM

invites the HR Managers
for a 3 days Program on

Strategic HR:

From Devising the Right Metrics to
Measuring the Financial Impact

Jan 27-29, 2010 (Wednesday - Friday)

Kaveri Hall, Power Management Institute, 5-14, Sector 16A, Noida -201301

What Competencies, Metrics, Systems and Processes are Needed to Transform Our HR Function to be a Strategic Business Partner?

Background:

Generic people processes fail to deliver when they ignore the heart of strategy – that is differentiation, integration and alignment.

In the matter of misalignment very often it so happens that 70% or more strategic organizational focus remain in reducing project life cycle, but 80% or more HR efforts and budget focus on optimizing O&M cost.

In the matter of differentiation very often organizations differentiate their customers in terms of revenue, but on the same line fail to differentiate their workforce so that 20% of the people who produce 80% or more value in the organization do not get disproportionate service and benefits in the name of equality.

In the matter of integration, there are plenty of instances where HR functions act as independent portfolios and never think of acting in unison to solve a common business challenge, like how recruitment, training, compensation can act together and devise an integrated process to increase the consultancy revenue, overseas competitive bidding, quick adoption of an emerging technology, increasing organizational brand etc. In the context of above, Power HR Forum is organizing this program with the following objectives.

Objectives:

After undergoing through this program, participants will be able to -

- Understand the role of Strategic HR and the competencies to drive them;
- Make a strong business case for HR;
- Learn how to evolve fact based decisions in HR using metrics;
- Redefine value added HR functions i.e work force planning & staffing, training & development, performance & reward management, brand management through strategic lens and devise the right HR metrics for them;
- Workout the financial impact of HR activities and prioritize them for apportionment of resources;
- Make out the strategic maturity profile of a HR department and the strategic maturity profile of a HR professional; and
- Make out common strategic errors in HR and how to remove them

Eligibility:

Junior/Middle level HR Executives in Indian Power Sector.

Facilitator:

Mr. Sanjiv Narang is a senior consultant and the Director of Innovation Systems Consulting, Gurgaon.

Over the last 12 years, he has conducted several workshops and has undertaken many consulting projects for leading clients such as Mahindra and Mahindra, Aircel, Airtel, ST Micro-electronics, Alcatel, Nestle, Gillette, MarutiSuzuki and many others.

He is a regular visiting faculty to many Indian Power Utilities in the areas of innovation, training and organization development, Leadership, Strategic HR, Virtual Learning etc.

Program Fee:

The program is non-residential. The program fee of Rs 7,000/- Per Participant is to be forwarded by Cheque / Draft favoring "Power HR Forum" payable at New Delhi.

Brief Program Schedule:

Day 1

- The core principles behind strategic HR
- In what ways the role of Strategic Business Partner is different from other HR roles
- What are the foundational and differential competencies to drive Strategic HR
- What are the key ingredients of a Strategic HR department
- What transformation is needed to transition to Strategic Manpower planning, Strategic training & organizational development

Day 2

- What transformation is needed to transition to Strategic performance management, strategic compensation management and Strategic HR brand building
- How to use metrics to align & integrate strategic HR functions and processes to business
- How to use workforce scorecard to implement HR strategy

Day 3

- How to calculate the financial impact of key HR initiatives
- How to measure the Strategic Maturity of a HR Department
- How to measure the Strategic Maturity of a HR professional
- Action Planning for transforming respective HR departments

For nomination / further details :

Konark Srivastava,
Coordinator - Power HR Forum
9868629403, powerhrforum@gmail.com