

Scandinavian Academy
Training Center

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Riyadh - Al Khaleej District - Sheikh Abdul Aziz Bin Abdul Rahman Bin Bishr Street - 13223 - Office No. 5 | P.O.BOX : 13224

Course: Strategic Change Management for HR Professionals

Code	City	hotel	Start	End	price	Language - Hours
HT-213SA	Riyadh	Hotel Meeting Room	2027-09-12	2027-09-16	9950 SR	En - 25

The Course

This program is designed to highlight key areas of strategic change that are essential for any world class HR Department to be successful. The program focuses on 10 key HR activities and will show you innovations and latest approaches to maximise the efficiency and effectiveness of your HR function. Upgrade you skills, knowledge and ability with this new international program.

The Goals

At the end of this program delegates will be able to:

- Prioritise HR activities and identify what produces value
- Take action to maximise manpower
- Have compiled and action plan that will produce significant organisational savings
- Master the new HR strategic model
- Master how to do predictive forecasting
- Reduce the cost and significantly improve the efficiency of succession planning
- Master business process reengineering and be able to apply the techniques both in HR and in other areas of the business
- Explain to others the 10 key areas where the Human resource can be significantly improved

The Delegates

Anyone who is involved in HR or training and needs to up to date with the latest in HR innovation. Also Professionals who need to understand what a modern HR function can offer the organisation in terms of creating added value.

The Process

Very practical program with case studies and team exercises. Delegate will compile a value log to be able the benefits to their organisation when they return to work.

The Benefits

Those attending will be able to show and demonstrate the benefits of this program by:

- Implementing change that will have a visible benefit to the organisation
- Updating your professional skills to be ahead in HR thinking and abilities
- Understanding and be able to explain to others the new integrated HR concept and how it will add value to any business in either the public or private sector
- Adopting a common and auditable approach throughout HR
- Providing the organisation with a much more business approach to HR management
- Operating a common strategic model and approach using the HR two stage model

The Results

Those attending will be able to show and demonstrate the benefits of this program by:

- Be able to use an integrated strategic model for HR
- Be able to process manage HR activities using the Strategic Action Plan Approach
- Re-profile HR to make it dynamic and business focused using the Ulrich model

- Be able to improve at least 4 of the key HR processes and show the value of the changes you have made
- Be aware of new HR software that will dramatically improve productivity and competence in your organisation and be able to demonstrate the results
- Show how Business process re engineering will change the efficiency of existing staff and be able to demonstrate the value to you business –Public or Private sector

The Core Competencies

- Strategic Planning
- Matrix Management
- Business Efficiency & Effectiveness
- Manpower Planning
- Predictive Forecasting
- Creating Business Value
- Business Process Re-engineering

The Programme Content

HR as the Strategic Partner

In this section you will master how to put strategy together and implement it using the new HR model developed in late 2008. You will understand the reasons for HR changing its role for cost centre to profit centre.

- Introduction and Program Objectives
- The New Strategic process for HR
- The 10 input check list for Strategic HR
- The role of creativity in HR strategy
- How to translate Strategy into action – the value of Strategic Action Plans
- HR`s role in Matrix management and measuring results

- Review "Can the human resource really be improved at no extra cost?". Ten areas where a real difference can be made
- Making HR Effective - 10 Decisive Actions to Make a Difference

Decisive actions you will be able to implement for change – in this section we will cover: The new structure of HR, Manpower planning and how to do down sizing or right sizing in the organisation.

- The new shape of HR
- The internal structure needed for tomorrows successful HR departments
- Does added value apply to HR?
- Manpower Planning (1) – use of Manpower Projective Techniques
- Maximising organisational structures to enhance productivity – how downsizing and right sizing work
- Understanding the new ratios for supervisors and managers
- A New Look at Advances in Recruitment , Training and Techniques to Maximise Human Performance

You will understand and be able to master new techniques that will vastly improve: Recruitment, Training and Pay and Rewards. Use of case studies will aid in your learning.

- Recruitment(2) – The new approach to recruitment processes
- How testing and profiling can make a real efficiency difference
- How to improve the questioning process using the latest in behavioural techniques
- Tips and techniques used by interviewing professionals
- Professional interviewing in practice
- Training(3) – The new training efficiency model
- Techniques to determine which training provides value to the organisation
- How to evaluate training
- Valuing and costing training and the use of a prioritising system to get outstanding

value from the training budget (specialist handout)
- Maximising efficiency through pay and rewards (4)
- Concepts of value using the new talent model
- Two major improvements in efficiency – use of differentiation and bonus schemes
- Business examples – Case Studies

New Performance and Value Approaches to Performance, Competence, Appraisal and Succession Planning

This is the section for creating performance advantage. You will master how to measure and track competency and performance improvement and re-vitalize performance appraisal. Also, will understand the new approach to succession planning.

- Understanding Performance (5) - Setting organisational performance standards
- Need for predictive forecasting
- Paying for performance
- Understanding how competencies (6) - are structured and how to realistically measure them
- Performance appraisal (7) – understanding the cost of appraisal and how to improve it
- Techniques to improve appraisal techniques and to maximise the value of training
- New approach – new results
- Software needed
- 5 Succession Plans (8) – what is the organisation value of PDP's?
- The three approaches to targeted succession planning
- Group exercise and report back

Business Process Re-engineering and How to Measure the Return On Investment on HR Activities

In this final section of the program you will learn and be able to do Business Process mapping and be able to know how to calculate the ROI on all HR activities.

- BPR (9) - Understand the immense value Business Process Re-engineering offers
- What is BPR? – DVD and discussion
- IBM and Levis Case Study
- How to do BPR?
- Creating and Measuring value from HR (10)
- Practical examples
- The HR ROI formula
- Program Review

The Scandinavian Academy for Training Center adopts the latest scientific and professional methodologies in training and human resource development, aiming to enhance the efficiency of individuals and organizations. Training programs are delivered through a comprehensive approach that includes:

- Theoretical lectures supported by PowerPoint presentations and visual materials (videos and short films).
- Scientific evaluation of participants before and after the program to measure progress and knowledge acquisition.
- Brainstorming sessions and practical role-playing to simulate real-life scenarios.
- Case studies tailored to align with the training content and participants work nature.
- Assessment tests conducted at the end of the program to evaluate the achievement of training objectives.

Each participant receives the training material (both theoretical and practical) in printed form and saved on a CD or flash drive. Detailed reports, including attendance records, final results, and overall program evaluations, are also provided.

Training materials are prepared professionally by a team of experts and specialists in various fields. At the end of the program, participants are awarded a professional attendance certificate, signed and accredited by the Scandinavian Academy for Training Center.

Program Timings: 9:00 AM to 2:00 PM

The program includes:

- A daily buffet provided during the sessions to ensure participants comfort.
- A closing ceremony on the final day to distribute certificates and celebrate participants achievements.
- **Note: All prices are exclusive of 15% Value Added Tax (VAT).**

Our Success Partners

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