



## Transforming HR to Deliver Business Results - 1 Day Executive Workshop

### Workshop Overview

Research shows that 40% of HR Transformation projects fail to achieve their objectives of reducing costs or improving service. This pragmatic executive workshop focuses on the foundational tools and techniques necessary to ensure your HR Transformation project goals are met on time and within budget. Whether it is a project you are anticipating or you are currently in the midst of change, this workshop will add value to your organisation. Drawing from real world case studies as well as learning how to apply proven consulting methods and tools. Delegates will be empowered and equipped with the fundamentals required to deliver change successfully within their organisations.

### Is this Workshop right for me?

This workshop is aimed at Senior Business & HR Leaders, Organisational Development Professionals, HR & HRIS Project Managers, HR Business Partners, HR Transformers or Change Agents.

### What will the workshop cover?

#### 09:30 Welcome & Introductions

#### 09:45 HR Transformation Overview

- The role of HR Transformation
- The scope of HR Transformation
- The key strands of HR Transformation Methodology

#### Morning Refreshment Break

#### 11:00 Assessing the Relative Health of Your HR Function

- The importance of HR Assessment
- How to assess readiness
- Data analysis

#### 12:00 Developing a Winning HR Vision

- Significance and Design Principles
- Examples of winning visions
- Stakeholder management
- HR Vision vs HR Strategy

#### Lunch with Fellow Delegates in Exceptional IoD Restaurant

#### 14:00 Defining the Scope of Transformation

- Gain experience using analytics tools
- What are your priorities for transformation?

#### 14:45 Building a Robust Business Case

- Understand the role of the business case
- Key components and financial modelling

#### Afternoon Refreshment Break

#### 15:45 Designing Your Road Map to Success

- Enablers and challenges
- Governance set-ups and team structures
- Change and project management disciplines
- Real world examples

#### 16:30 To Outsource or Not to Outsource - That is the Question

- High level overview only (see HRO Workshop)
- HRO marketplace
- Benefits & risks

#### 17:00 Finally, Before you Start

- Avoiding the common pitfalls
- Critical success factors
- 10 practical tips to get you started

#### 17:30 Summary

*Example workshop agenda*

### Related Workshops/Services:

- HR Outsourcing Executive Workshop
  - 28<sup>th</sup> January 2010, London
  - 18<sup>th</sup> March 2010, London
- HR Transformation Health Check™
- HR Effectiveness Survey™



### WHO'S LEADING THE WORKSHOP?



There are few better qualified to help you navigate the diverse and often complex field of HR Transformation than Andrew Spence (inset), Glass Bead Consulting's Founder and Managing Director.

Andrew has held senior roles at both global outsourcing and consulting firms including Hewitt, Accenture and most recently Deloitte where he designed their internal HR Transformation Boot Camp.



His experience includes numerous high profile transformational change programmes for global organisations including those in Banking, Transportation, the NHS as well as several UK Public Sector Departments.

### WHERE IS IT & WHEN?



The Institute of Directors, 116 Pall Mall, London, SW1Y 5ED

- 27<sup>th</sup> January 2010 – LONDON
- 17<sup>th</sup> March 2010 – LONDON

### Learning Outcomes

Upon completion of this workshop you will be able to:

- \* Understand and apply the foundational principles and methods of HR Transformation
- \* Leverage our Consultant's Toolkit that, as a delegate, you gain exclusive use of
- \* Conduct an assessment of the HR function with your organisation
- \* Build a Business Case for change that will gain acceptance
- \* Develop a winning Vision for your HR function
- \* Appreciate the high level benefits and risks of HR Outsourcing

### HOW TO BOOK?

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\* Discounts Available on 2nd Delegate & Bundle Deals with Transforming HR to Deliver Business Results Workshop – Ask for Details