

HR Influence: soft skills, hard results

A three-part learning programme for HR Business Partners and Internal Consultants



Your Reward, Development and Performance partner



wayshrconsulting.com

Introduction

HR professionals can feel isolated when advocating advances in people management. We often find HR clients are frustrated with their lack of influence.

Frustration is magnified by the changing expectations of HR over the past few years. In particular the introduction of HR "Business Partners" and internal consultants. These HR roles are designed to achieve influence & deliver change through non-traditional modes of operation.

At Ways HR Consulting Limited we have many years experience of creating partnerships and influencing organisations. As a specialist HR consultancy we understand in detail the demands on HR. We have extensive expertise in enabling and achieving change.

Our specialist training and development division delivers learning and development activities for HR audiences.

This development programme has special elements:

- **Pre-course consultation, enabling us to define your needs; and**
- **A post course coaching session to embed learning and change.**

Programme Aims

We aim to empower HR professionals, providing the space to explore the role of internal consultancy and Business Partnering. This will increase HR effectiveness and influence within your organisation, driving the people agenda forward.

The three main areas are:

Strategic thinking: what is strategy in the HR context? How do you ensure people strategy is aligned, shaping overall organisational strategy?

Influencing: how do you shape, change and influence implementation?

Negotiating: how do you work with Operations to ensure the people agenda is considered alongside day to day operational focus?

The programme will use diagnostics, case studies and group based exercises. This will ensure a practical day.

Participants can consider how the learning from the workshop will be applied in their own role and organisation. They will gain useful, easily transferable tools that can be used immediately.

Main Programme
30 April 2009
Central Manchester

Speaker Profile

Andrea Metcalf
Director of Training and
Outplacement



Andrea has over 11 years of senior HR experience, developing and implementing strategies for building individual and organisational capability. She advises organisations in the public and private sectors about maximising their training and development. Her partnership approach and innovative solutions add real value. Andrea previously worked for Hays Specialist Recruitment Limited, latterly as a Director in their HR Consultancy. She has become known throughout her career for project managing and delivering high quality, results based interventions in line with organisational culture.

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Your Reward, Development and Performance Partner with services in: Assessment and Development • Career Management • Coaching • Competency Based Interviewing
Competency Frameworks • Customer Satisfaction • Employee Engagement • Equal Value Compliant Pay • HR Effectiveness • Independent Job Evaluation • Job Family Modelling
Leadership Development • Outplacement • Performance Management • Recruitment Management • Reward Strategy • Salary Benchmarking

Ways HR Consulting Ltd Company number: 6037386 / VAT number: 910 015 880



Attending

The programme is aimed at **all HR practitioners** who wish to enhance their influence within their organisation. It is particularly relevant for **current HR Business Partners** and **HR Internal Consultants** or anyone considering these roles.

Benefits

- You will gain knowledge of the skills and competencies required to act effectively as an internal consultant, and how this type of approach differs to traditional HR;
- Increased self awareness for operating effectively in this role;
- Knowledge of further development needs to enhance credibility and influence; and
- A deeper understanding of your own preferred influencing style: includes exploring alternatives and when to use them.
- You will be granted the time & space to explore and use techniques for relationship building to maximise credibility and influence; and
- Reflect on what you have to do and what you should avoid for future effectiveness. This will result in an individual action plan which can be implemented on return to the workplace.

The course will be shaped by the pre-programme consultation.

Overview

Stage One: Personal Consultations and Diagnostics

We will contact each participant before attendance to ensure the programme is relevant. We will assess key topic areas. A pre-course diagnostic will also be introduced.

Stage Two: Main Day Programme

- What is meant by "Internal Consultancy" and "Business Partnering", and characteristics needed to be credible and influential;
- Strategic thinking in the HR context;
- Expectations of HR from an organisational and HR perspective: conflicts and challenges; and
- Developing consultancy skills to overcome conflicts and challenges; influencing skills to build relationships and credibility.

The programme will conclude with action planning: translating the programme to your own organisational context.

Stage Three: Follow-up Coaching

A telephone coaching session will take place shortly after the programme. We will discuss progress and further embed individual objectives, helping to transfer learning into the workplace.

Can't attend on this date?

Email enquiries@wayshrc.com - we'll keep you informed of future dates

Speaker Profile

Valerie Hearn
Senior Consultant



Valerie has over 16 years experience in strategic HR consultancy roles. She previously worked for the Nova Scotia Provincial Government, Canada, in several leadership and consultancy roles focused on creating innovative corporate wide initiatives. She provided advice and guidance for the renewal of the HR function - working with senior leadership in defining a new model and creating and implementing a strategy for building HR capacity to support it. Valerie has also worked as an internal consultant in private and public organisations, specialising in performance and career development and providing advice and support to management teams on all aspects of HR management.

Duration

Consultations take place:
22 and 23 April (1 hour)

Main programme: one day; 30 April 2009, 9:30am to 5:00pm; lunch and refreshments provided

Coaching sessions take place: w/c 25 May 2009