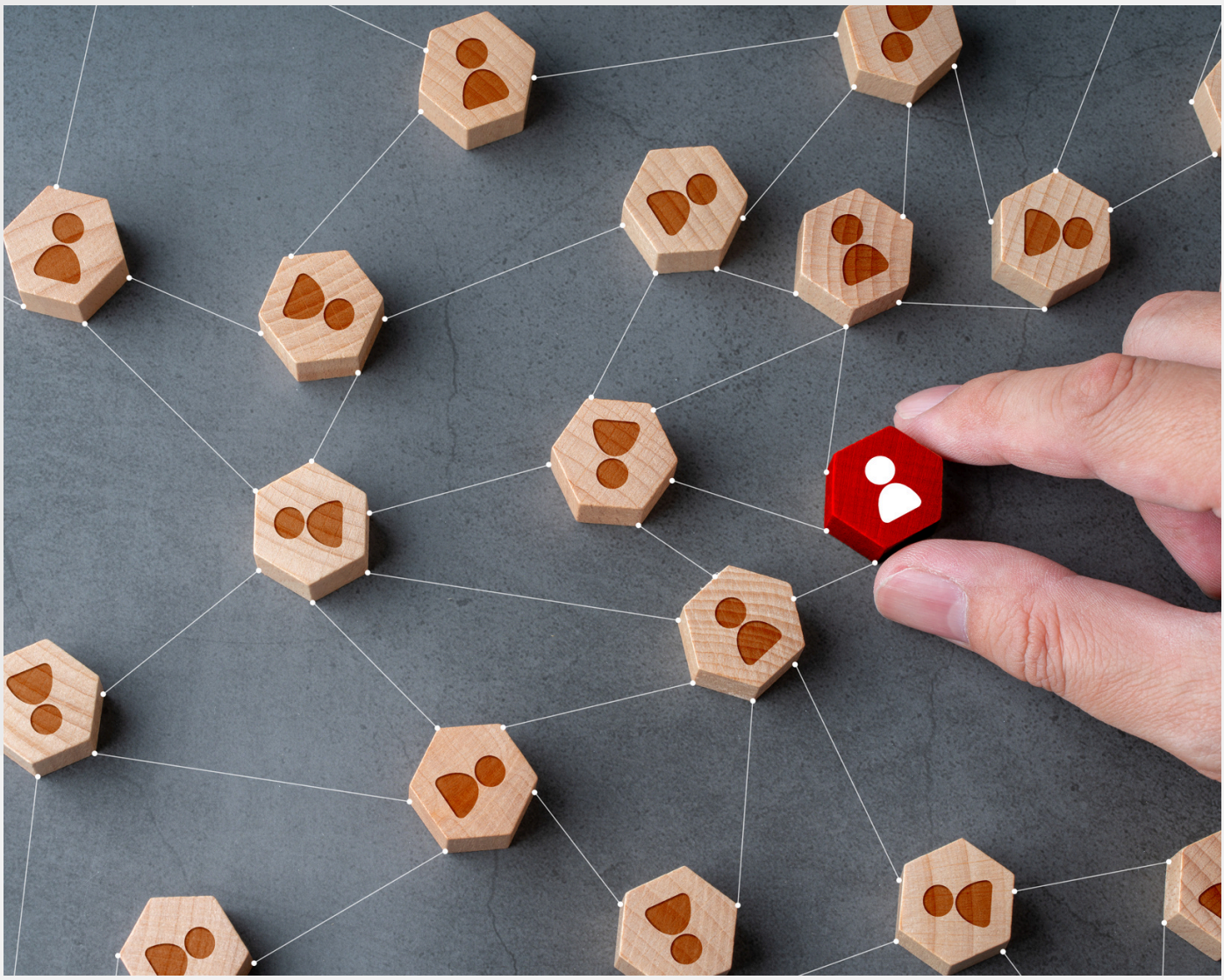
GLOBAL TRAINING INSTITUTE

HR Strategy & Engagement: Driving Organizational Success



GTI - Coordination Office and International Relations (Accredited Programs)

Course Description

The HR Strategy & Engagement: Driving Organizational Success offers a comprehensive exploration of strategic HR practices and employee engagement. This program is designed to equip HR professionals with the skills necessary to align HR strategies with organizational goals effectively. Participants will engage in a variety of learning experiences, including group discussions, case studies, and toolkit development, ensuring a well-rounded understanding of human resource management principles. The course allows for flexible entry, with no prerequisites required.

Who Should Attend

This course is specifically designed for:

- HR Generalists
- HR Specialists
- Professionals focusing on Strategic Human Resources
- Those involved in Employee Engagement initiatives

Course Objectives

By the end of this course, participants will be able to:

- Define and outline the components of effective organizational strategy.
- Develop an HR strategy that aligns with the overall organizational strategy.
- Create an implementation plan to execute the HR strategy effectively.
- Understand the significance of employee engagement and its impact on organizational performance.
- Formulate an HR engagement strategy that reflects the organization's vision and goals.
- Differentiate between employee engagement and job satisfaction.
- Apply motivation techniques during key employee milestones to enhance engagement.

Course Content

Understanding Organizational Strategy

- Definition and importance of organizational strategy.
- Overview of five types of organizational strategies.
- A structured approach to strategic planning and metric development.

Formulating an HR Strategy

- Relationship between organizational goals and HR objectives.
- Steps to create an effective HR strategic plan.

Creating and Executing an HR Implementation Plan

- Developing an execution plan for the HR strategy.
- Change management processes and considerations for effective execution.

Employee Engagement

- Importance of employee engagement in relation to workplace culture.
- Techniques to measure and enhance employee engagement.

Linking HR Strategy to Business Goals

- Methods for aligning HR initiatives with business objectives.
- Evaluating the impact of HR strategies on overall organizational performance.