

## **Course Title: Developing a HR Strategy and Road Map in a Digitalized Work Environment**

In this digital age, the advent of digital HR revolution has led us to a a more digitalized workforce and workplace. In such a digitalized HR environment, developing a HR Strategy and Road Map inevitably needs to incorporate leveraging Technology, Mobile and Modular as part of the Strategic HR planning, hence we need to ask ourselves such questions as:

- What digital transformation means for an organization's people
- Why the HR function sits at the heart of any digital transformation
- How the right technology can power HR's success

How do you then take a nebulous concept like digital transformation and apply to a HR business strategy and develop a HR Strategy and HR Road Map for your organisation?

This 1-Day workshop aims to equip participants with the requisite skills, knowledge, tools and ability to effectively develop a relevant HR Strategy and Road Map for your organisation.

### **Learning Objectives:**

- 1) To understand the importance and implication of the top 10 human capital trends in the 4th Industrialised Digital Revolution towards existing HR practices in your organisation
- 2) To acquire the required skills with given a tool-kit in developing a HR Strategy under an increasingly digitalised workforce and environment :-

Key Considerations in Strategic HR planning:

1. Aligning business and HR needs
  2. Developing your HR strategy
  3. Organisational performance
  4. Organisational design and structure
  5. Strategic resourcing
  6. Organisation development
  7. Compensation and benefits
  8. Organisation culture
- 3) Developing the HR Road Map - to strategize and prioritize company culture and people-focused initiatives, which are vital in syncing with the rest of the business on the Company's objectives and priorities.
  - 4) Group Practice – Developing a HR Strategy and Road Map for a Company

### **Course Outline:**

At the end of the workshop, participants should be able to:

- 1) Recognize the importance of the HR Trends in a digital age when developing the HR Strategy for their organisation :
  - The organisation of the future
  - Careers and Learning
  - Talent acquisition
  - The Employee experience
  - Performance management
  - Disrupted Leadership – pushing the boundary
  - Digital HR platform
  - People analytics
  - Diversity and inclusion
  - The future of work
- 2) Able to align HR activities with the business and to adopt a 8 Steps method in developing a comprehensive HR Strategy (template provided)
- 3) Map out a comprehensive 1 to 3 years HR Road Maps for implementation (template provided)
- 4) Work as part of a HR Leadership Team in developing a HR Strategy and Road Map for a given Company (Group Practice – using a local Company’s business profile and situation)

### **Delivery Methodology:**

A highly interactive workshop with hands-on experiential and action learnings including team working activities. The action learning approach using adult learning methodology in this workshop typically includes mini lectures, case studies, group discussions and presentations, structured games and exercises.

### **Who Should Attend:**

HR Managers, HR Executive, aspiring HR professionals, people managers and business leaders

### **Course Duration:**

1 Day (7 hours)