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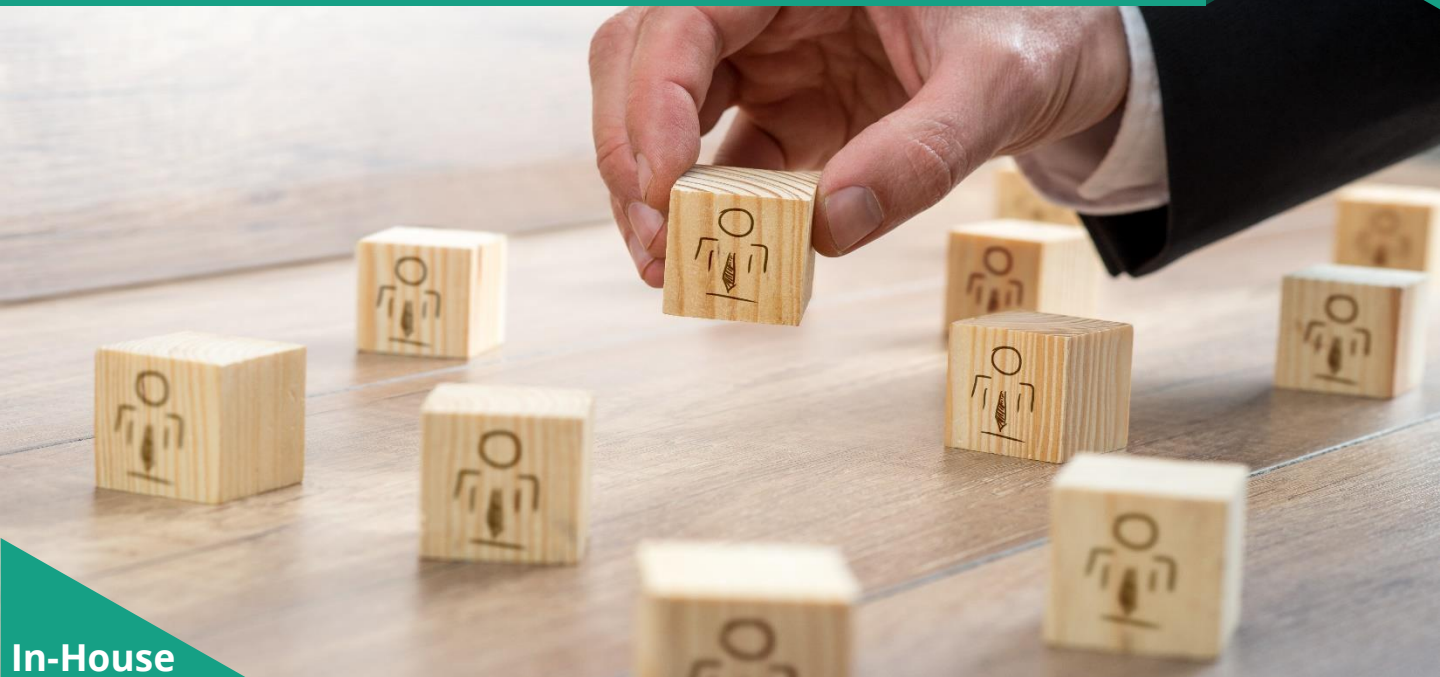
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LEADERS IN APPLIED  
INTERACTIVE TRAINING

HR01E



## In-House Training

# TRANSFORMING THE HR FUNCTION

Innovation, Reengineering and Transformational Leadership  
Strategies for the 21st Century HR Managers



## OVERVIEW



## PRIMARY OBJECTIVES & BENEFITS

HR transformation is a process of realigning an HR function to the strategy and goals of the organization so that HR can become a true partner in success. The goal of HR transformation is not simply to improve the efficiency of processes within the HR function, but to improve the function's effectiveness. It addresses all elements of the HR organization, including how it is structured, how people are deployed, how technology is used, how processes are designed and how services are delivered.

### *This workshop will help participants to:*

1. Learn and apply the foundation principles and methods of HR Transformation.
2. Learn and evaluate how to align business strategy with HR strategy.
3. Learn how to develop a winning Vision for their HR function.
4. Learn how to conduct HR function assessment within their organization.
5. Learn how to create a more effective HR team with higher engagement.
6. Learn how to streamline processes, reduce costs, improve services levels, increase stakeholder value, enhance employee and customer loyalty.
7. Overcome people-related and change management related challenges when planning and executing HR transformation.



## WHO SHOULD ATTEND?

This workshop is designed for senior and board level Business Leaders, HR Leaders, Organizational Development Professionals, HR Business Partners and Change Agents.



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## Module 1 - Transforming The HR Function: The Leader

- Introduction and overview
- Assumptions - Transformational Leadership
- Definitions of Transformational Leadership
- The changing role of the HR manager
- The HR manager as a Transformational Leader

## Module 2 - Transforming The HR Function: The Vision

- HR Transformation needs clear vision
- Articulating the HR guiding vision
- Communicating the vision to the HR team
- Managing resistance to transformation
- Networking and negotiating for shared commitment to the HR transformation

## Module 3 - Transforming The HR Function: The Mission

- HR transformation needs purpose
- Understanding the HR current realities
- Painting the HR future profile
- Drafting the HR statement of purpose
- Setting the HR transformational goals
- Drawing the blueprint for the HR transformation

## Module 4 - Transforming The HR function: The Strategy

- HR transformation needs grand strategy
- Mobilizing HR resources for transformation
- De-bureaucratization of the HR function
- Redesigning the HR structure
- Reengineering the HR processes
- Cascading the HR leadership & transformational teams

## Module 5 - Transforming The HR Function: The Performance

- Achieving superior performance
- From problem to opportunity focus
- From short term to long term focus
- From circumstance to purpose focus
- From control to empowerment focus
- From doubt to trust focus
- What's next? Strategies for the HR leader

## PROGRAM HIGHLIGHT

**Duration:** 5 days

**Date:** To be Agreed with the Client Organization

**Timing:** 8:30 am to 2:30 pm daily

**Venue:** Suitable & fully equipped venue  
(to be provided by Customer)

**Notice required:** 10 working days

**Language:** English or Arabic

**Material:** Participants will be provided with high quality handouts

**Certificates:** Certificates of Achievement shall be provided to participants upon successful attendance of the training program

**Fees:** Inclusive of facilitator's fees, materials and certificates