



Adaptive HR

The skills of HR for today and beyond

What if your HR team could grow profit by 9%?

Research by CEB* tells us that only one-third of line managers feel that their HR function is effectively supporting them and that less than 20% of HR Business Partners (HR BPs) are viewed as strategically effective. Did you know that effective HR BPs can increase employee performance by 22%, employee retention by 24%, revenue growth by 7% and profit growth by 9%?

The changing context demands adaptive skills

The mandate of HR is changing, as organisations seek an undeniable and measurable connection between business and HR strategy, as well as more innovative people practices. HR teams, regardless of the industry in which they operate, must adapt the ways they work. How can organisations leverage the strong relationships HR BPs typically have with line managers?

Leveraging current skill for the future

Adaptive HR: the skills of HR is an innovative, modular learning program that further develops the capabilities that HR Business Partners need currently and in the future. The program features a foundational module with 4 optional electives from which to choose.



*CEB 2014 Research Agenda Human Resources

Foundation

Business Partnering for Success – a workshop that explores the changing role of HR and reveals the power of trust, impact and influence in building even stronger business relationships. Layering this with the capability to think and act influentially, and defining their personal brand, will position your HR BPs to deliver even more value to the organisation.

Electives

Developing HR Strategy – a workshop that enables *Adaptive HR* practitioners to understand the key levers that drive value in their business and shape an impactful HR Strategy

Becoming a Talent Advisor – a workshop that assists *Adaptive HR* practitioners in helping people shape meaningful, developmental career journeys in the context of the business strategy

Building Line Manager Capability – a workshop that explores the role of *Adaptive HR* in building the skills of line managers to coach others in conducting challenging and impactful, developmental conversations

Shaping Organisational Culture – a workshop that explores the extent to which *Adaptive HR* practitioners can influence leaders to be attuned to the symbols and demonstrate the behaviours that shape the desired organisational culture.

Integrated learning

Based on the 70/20/10 learning principle, the program includes pre- and post-program work. Participants commit to trialling a number of practical approaches, and post program coaching (peer-to-peer, individual or group coaching) creates accountability for action and reflection.

These 1 day workshops are conducted as either in-house or public programs.

Business Partnering for Success

- The changing role of HR
- Earning trust
- Thinking & acting influentially
- Building my personal brand & presence

Foundation Workshop

Developing HR Strategy

- Understanding the business
- The measures of business performance
- Connecting the HR strategy to the business strategy
- Adapting your strategy across regions or sites

Elective Workshops

Becoming a Talent Advisor

- Connecting the talent strategy to the business strategy
- The markers of potential
- Freeing up the flow of talent across the organisation
- Flagging risks around engagement, retention and career derailment

Building Line Manager Capability

- Covert action: building the capability of leaders
- Coaching others versus teaching others to coach
- Conducting challenging conversations
- Being the role model in learning new skills

Shaping Organisational Culture

- Building awareness and adaptability of leaders
- What is culture? The difference between ideal and actual culture
- The foundations of culture: systems, symbols and behaviour
- The role of Adaptive HR in leading 'culture change'

Why LTA?

Leadership Talent Australia is a niche consultancy that specialises in identifying and developing talent. Not only do we know HR – we also live and breathe learning program design and delivery, so you know you'll get a quality program and long-lasting outcomes.

Find out more

Contact Rachel Kemmis on 03 9602 1270 or email at rachel.kemmis@leadershiptalent.com.au to discuss how we can help you to take HR capability to the next level in your business.