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& ASSOCIATES LTD

Provider of Specialist Business Training

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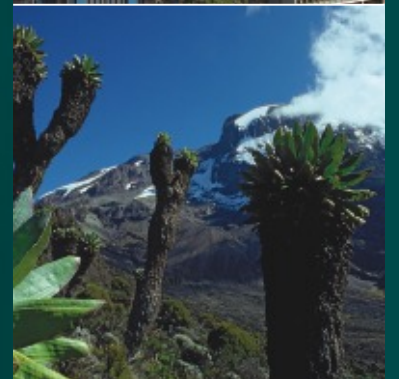
Finance

Leadership

Strategic Human Resources Management; Transforming Human Resources from a cost to a benefit

Course Director: Niall Crotty
25th - 27th August 2010,
Kigali, Rwanda

- Shaping the internal profile of HR
- Achieving recognition in the boardroom
- Linking HR strategy to business goals
- Contributing to company-wide issues
- Managing change
- Attracting and developing high calibre staff
- Assessing and rewarding performance



Three Day Leadership Course - Kigali, Rwanda



Strategic Human Resources Management; Transforming Human Resources from a cost to a benefit

Course director

Human Resources Management and Organisational Development consultant Niall Crotty has over 40 years experience in both the private and public sectors; with Bank of Ireland - Ireland's premier Financial Institution - and as a management consultant working with leading international organisations such as the EU, World Bank and United Nations. As Head of Organisational Development at the Bank of Ireland, reporting to the Group CEO, he advised on re-structuring, conflict resolution, training needs analysis, process consultation and the design and implementation of salary and bonus systems.

Niall is a specialist in crafting Human Resources Management strategy in the context of developing and growing organisations. As a management consultant he has worked on many international projects, advising on human resources, organisational restructuring, change management and staff communications coaching. He has a Masters Degree in Organisational Behaviour from Trinity College in Dublin, is a member of Institute of Bankers and the Irish Management Institute and has lectured at Trinity College, the Irish Management Institute, the Irish Institute of Public Administration and the University of Ulster.

About the course

As markets become more competitive, the Human Resources professional faces new and demanding challenges. Privatisation, mergers & acquisitions and trade liberalisation add new complexities to the traditional role of HR; requiring the HR professional to become a strategic partner involved in the transformation of the enterprise and contributing to company wide issues - able to initiate policy, manage change and ultimately add value to the business.

This comprehensive three day course focuses on the key issues relating to the perception, image and actuality of HR in today's businesses. The course will enable participants to review the evolving role of HR and what this role now requires in terms of business and people competencies, focusing on how to build and negotiate new relationships with staff, line and top management and how to communicate the strategic vision of HR to internal and external stakeholders. Participants will be provided with an opportunity to review the key areas of HR activity, and learn to develop strategic approaches to make the HR function an essential partner for organisational success.

Who should attend?

This course is designed for executives responsible for their organisation's HR strategy:

- HR Directors
- HR Managers
- Training Managers
- Personnel and Development Executives
- Employee Relationship Managers
- Compensation and Benefits Specialists

Regal Exchange also provides In-Company training in a range of business related topics including Legal, Financial, Leadership and Environmental issues.

Please contact the in-company team for more details on
Tel: +44 (0) 20 3206 1150 Fax: +44 (0) 20 3206 1151
Email: incompany@regalexchange.com



Day one

Understanding Strategic Human Resources Management

Introduction / Overview / Definitions

- What is strategy?
- What is Strategic Human Resources Management?

Shaping the Internal Profile of Human Resources

- The evolving role of Human Resources Management
- Human Resources as a Strategic Business Partner
- Identifying Strategic Human Resources competencies
- Building Human Resources capability and credibility in the business

Achieving Recognition for HRM in the Business and the Boardroom

- Linking Human Resources Management to business strategy and objectives
- Defining and transforming internal partnerships
- Negotiating the shift to Business Partnership
- Developing an Human Resources Strategy for the business
- Communicating the role and value of Human Resources to the business

Day two

Developing Strategic Human Resources Management Competencies 1

Developing and Implementing a Human Capital Strategy

- Synchronising human capital policy and strategy
- Aligning human capital activity with strategy and objectives
- Getting line management "buy-in"
- Achieving accountability within the workforce

Leadership and Knowledge Management

- Succession planning - the management of human capital to ensure continuity at the top
- Creating a learning organization
- Continuous learning

Day three

Developing Strategic Human Resources Management Competencies 2

Creating a High Performance Culture

- Defining your performance requirements
- Linking performance to business objectives
- Measuring team and individual performance
- Managing the managers of business performance
- "You get what you reward" - using reward as a lever of culture change
- Building excellence with Human Capital

Managing Talent

- Recruitment - the cornerstone of strategic competitive advantage
- Developing Human Capital for Organisational Success
- Retention - using reward as a strategic tool
- Competitor talent awareness
Managing talent in transition

Discussion and Review

Summary

Course Ends



Strategic Human Resources Management; Transforming Human Resources from a cost to a benefit

Registration

I wish to register for
Strategic Human
Resources Management,

25th - 27th August 2010,
Kigali, Rwanda

Course fees

Standard delegate fee: £1250

The fee includes all tuition, lunches, teaching equipment and course documentation. Delegates are responsible for their own accommodation. Delegate's places are not guaranteed until payment has been received. An invoice will be sent upon receipt of booking.

Booking/information

Mail to: Regal Exchange
and Associates, 2 - 8 Victoria
Avenue, London, EC2M 4NS

Tel: + 44 (0) 20 3206 1150
Fax: + 44 (0) 20 3206 1151

info@regalexchange.com
www.regalexchange.com

Photocopies of this form
are accepted

To register please fill in and return the form below

Personal details

Family name: (Dr./Mr./Mrs./Ms./Other):
First name:
Position: Department:
Company:
Address:
City: Postcode:
Telephone: Fax:
Email (required):

I have read and agree to abide by all terms and booking conditions on this form

Participant signature: Date:

Sponsor

We wish to register this delegate for the course indicated above. We undertake to pay his/her fee and release him/her from all company responsibilities for the period of the programme.
(please print clearly)

Name: Position:
Signature: Date:

Payment details

Cheque made payable to Regal Exchange and Associates Ltd. or SWIFT. Please always quote the invoice number which you will receive once you have registered, or alternatively please quote the reference REG 2010/06 and the delegates name in the transfer instructions.

Payment method: Cheque SWIFT

Cancellations and refunds

For Cancellations (which must be in writing) received by Regal Exchange and Associates 15 or fewer working days before the scheduled training event, the full fee is payable. For Cancellations more than 15 working days before the scheduled training event we charge a 33% cancellation fee. Refunds where applicable, will be made within 30 days of receipt of the written cancellation. Regal Exchange and Associates reserves the right to cancel events, change venues (within the same city) and substitute trainers, tutors and consultants at its discretion. Where events are cancelled by Regal Exchange and Associates, participants will receive a full refund for course fees paid, if alternative dates offered are not acceptable. If for any reason Regal Exchange and Associates decide to amend or cancel the event we will not be responsible for air-fares, hotel or other costs incurred by registrants.

Transfers and substitutions

Participants wishing to transfer to another course less than 15 working days before the scheduled training event will be charged a transfer fee of 33% of the full fee, on the basis that we allow only one transfer per individual made. Subsequent cancellation or transfers will be charged at the full rate. Participants wishing to transfer to another course more than 15 working days before the scheduled training event may do so at no charge. Views expressed by trainers are their own, Regal Exchange and Associates disclaims liability for advice given or views expressed by any trainer at courses listed in this brochure, or in any notes or documents provided to participants.