

A large, light pink brushstroke graphic on the left side of the slide, consisting of three horizontal, irregular shapes that resemble paint strokes. The top shape is a small, downward-pointing arrow-like form. The middle shape is a long, horizontal stroke that tapers to the right. The bottom shape is another long, horizontal stroke, also tapering to the right, positioned below the middle one.

Example HCM Workshop Programmes



strategic dynamics consultancy services ltd

www.strategic-hcm.com

Understanding the importance and opportunities of Organisational Capability

Outline Agenda

- Changing basis of competitiveness
- Research evidence
- Role of organisational capability
- Opportunities for creating value
- Activity – creating value in organisation
- The need for best fit strategies to create value in organisational capability
- Activity – identification of best fit vs best practice in sector based pairs
- Activity – identification of potential organisational capability and best fit HCM strategies in organisation

Objectives

- Review business case and gain commitment to new approach to people management
- Develop initial ideas for potential organisational capability within organisation

Time and cost

0.5 – 1 days

£2 – 3,000 (GBP)

Developing HCM Strategy

Option 1: Outline Strategy

Outline Agenda

- Review of existing HCM data
- Creative thinking exercises
- Visualisation activity – creating value in organisation
- The need for best fit strategies to create value in organisational capability
- Activity – identification of best fit vs best practice in sector based pairs
- Activity – identification of potential organisational capability and best fit HCM strategies in organisation
- Action planning – validating and socialising organisational capability and HCM strategy

Objectives

- Develop initial ideas for potential organisational capability within organisation
- Agreement on plans to develop further within organisation

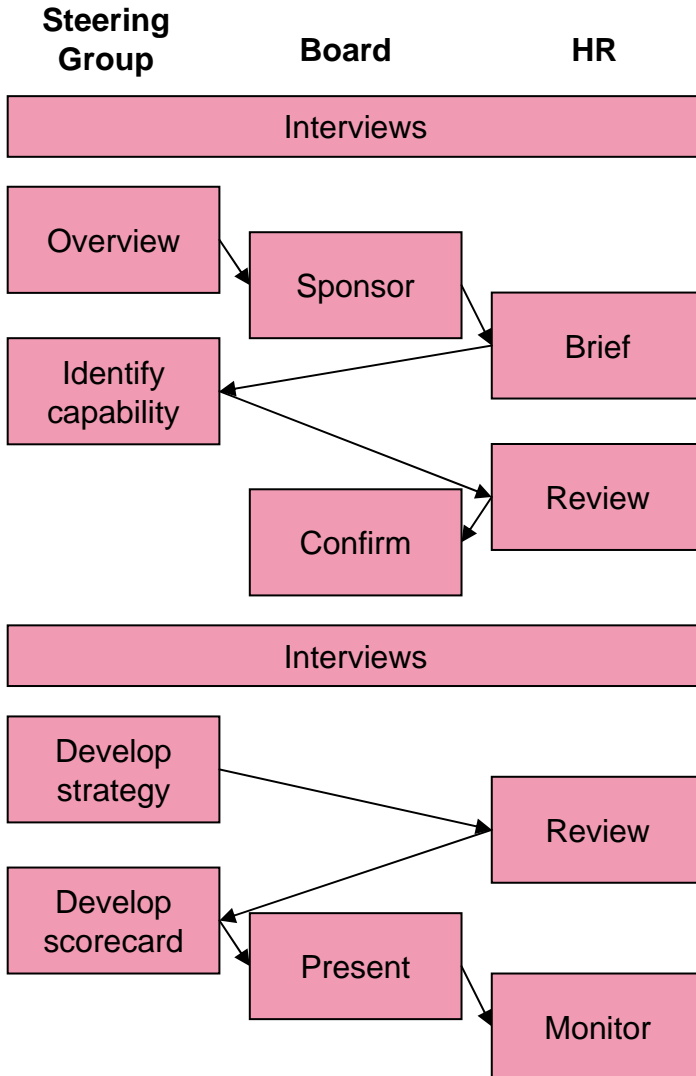
Time and cost

1 - 2 days

£3 – 5,000 (GBP)

Developing HCM Strategy

Option 2: Integrated Process



Objectives

- Develop and agree organisational capability within organisation
- Gain commitment to taking action

Time and cost

Approx. 30 days
(with HR support)

£45,000 (GBP)

Developing HCM Strategy

Option 3: Large-Scale Event

Day 1: Understanding

- Building a common database
- Understanding interests and motivations

Day 2: Creating

- Identifying range of future options
- Requires right brain thinking

Day 3: Programme Planning

- Agreeing objectives and measures
- Action planning

Objectives

- Develop and agree organisational capability within organisation
- Gain broad commitment to taking action

Time and cost

Approx. 30 days
£45,000 (GBP)

Developing an HCM Scorecard

Outline Agenda

- Kaplan and Norton's business scorecard, strategy maps and the strategy focused organisation
- Different approaches to HCM scorecards
- Benefits of the HCM value chain
- Identification of strategic imperatives from the HCM strategy
- Completion of an HCM value chain for each imperative
- Selection of measures for inclusion in draft HCM scorecard
- Action planning:
 - Collection of data to populate new measures
 - Communication of value chain and scorecard

Objectives

- Set up a strategic framework for HCM and HR measurement
- Identify measures and metrics for strategic HCM programmes

Note: well-developed HCM strategies should have already been developed before this workshop.

Time and cost

0.5 – 1 days

£2 – 3,000 (GBP)

Other topics

Jon is a popular and provocative speaker and course tutor on in-house and open programmes. He has also delivered courses in strategic management, change management and human resources to executive MBA students.

Jon's recent platforms include:

- Delivering workshops on talent and human capital in Singapore
- Presenting at the Indonesia Human Capital Forum, Jakarta
- Chairing and presenting at HR strategies in Banking, Dubai
- Chairing the CIPD's Talent Management conference
- Presenting on Global HR at HR.com's VIEW Mega Launch
- Delivering a keynote at InfoHRM's European Conference
- Presenting at the HR Forum on the Aurora.

Other topics

(continued)

Jon is ready to present on various topics including:

People management:

- Talent management
- Employee engagement
- Employer branding

Organisation development:

- Structure design
- Business process design
- Culture management
- Influencing social capital

Leadership skills:

- Emotional intelligence
- Relationship management
- Project management
- Consulting skills
- HR Business Partnering

The world of work:

- The changing workforce
- The use of social media
- The art and science of change
- Dealing with complexity
- Psychology in HCM
- HR 2.0

Contact information

Jon Ingham

Executive Consultant
Strategic Dynamics Consultancy Services Ltd

e-mail: jon.ingham@strategic-hcm.com

tel: +44 1344 420 512

mobile: +44 7904 185 134

web: <http://www-strategic-hcm.com>



blog: <http://strategic-hcm.blogspot.com>

JON INGHAM'S STRATEGIC HUMAN CAPITAL MANAGEMENT (HCM) BLOG

STRATEGIC HUMAN CAPITAL MANAGEMENT (HCM) BLOG WELCOME

Thoughts on:

- human capital management (how organisations can create value through innovative people management), and;

- other related fields including HR measurement, talent management, HR function capability etc.

