

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 downward-pointing arrow, the middle one is a horizontal stroke, and the bottom one is a horizontal stroke pointing to the right.

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

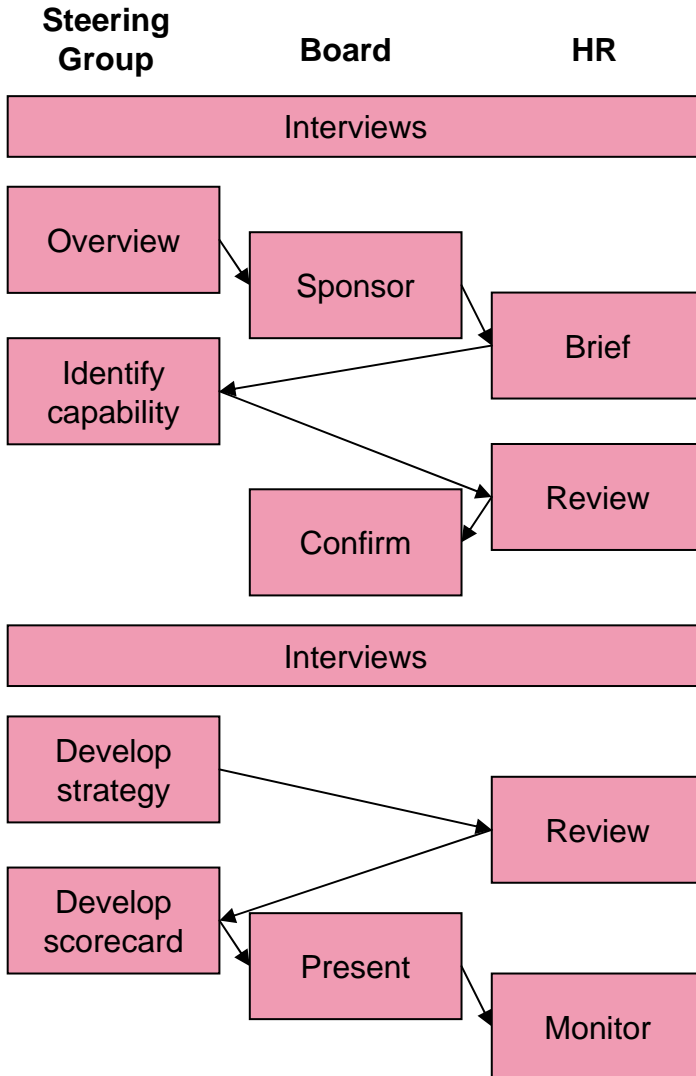
Time and cost

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

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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.

