

Executive Education



Strategic HR Leadership

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PROGRAM SNAPSHOT

Duration
2 days

Program Director
Ian Williamson

Location
Carlton

Apply now
mbs.edu/shrl

Please refer to our website for program dates and fees.

Note: This program is non-residential. The program fee covers tuition and meals during the workshop.

Unlock your employees' potential. We'll examine the strategic role human resources play in bolstering your organisation's competitive edge through better people performance, while developing your leadership skills to make it happen.

You'll also acquire the latest, ready-to-implement concepts to retain and attract quality individuals and gain support for well-planned initiatives within your organisation.

Who should attend

- Senior HR leaders with strategic organisational influence
- General managers of business units interested in enhancing organisational performance by better utilising employee, human and social capital.

Learning outcomes

By the end of the program, you will be able to:

- Build sustained competitive advantage through people by maintaining an engaged, motivated workforce
- Design and implement HRM initiatives across your organisation based on proven theory, practical frameworks and global best practice techniques
- Gain support from key stakeholders by effectively communicating the strategic value of HRM for your business
- Evaluate HRM initiatives to ensure continued alignment with strategic organisational goals and accurately calculate return on investment
- Motivate and retain talent through effective strategies, based on best practice to maintain engagement, reduce the cost of employee turnover and drive organisational performance.

Program Journey

You will emerge with new skills and behaviours, aligned with your learning goals. This program explores the following key themes:

Pre-program preparation

- Complete a Strategic HRM Managerial Behaviour Survey
- Pre-reading articles

Program

Competitive advantage through people

- People management strategy
- Firm business strategy
- The external environment
- Organisational outcomes
- Empirical and conceptual links
- Evaluating HRM initiatives
- Calculating return on investment (ROI)

Motivating and retaining talent

- The true cost of employee turnover
- Performance benefits of employee engagement
- Enhancing employee engagement
- Reducing voluntary turnover of key talent
- Talent retention issues: a closer look

Performance Management and Strategy Execution

- Effective organisational performance management systems: what are the barriers?
- Your current performance management system: strengths and weaknesses
- Leadership and delivering effective feedback

Learning methods

- **Interactive sessions**, delivered by world-class facilitators, are grounded in academic research to increase your strategic HRM awareness and effectiveness.
- **Case studies** provide real examples that translate research-based HRM theory into applicable skills.
- **Video role play** allows you to gain insights into your own behaviours.
- **Peer-learning groups** facilitate knowledge sharing and collaboration to ensure you have a powerful experience that drives results.

Program Director

Ian Williamson

Ian has more than a decade of experience consulting across the public and private sectors. An acclaimed academic, Ian’s research focuses on developing effective ‘talent pipelines’ to enhance organisational and community outcomes; how organisations recruit, select and retain knowledge workers; managing diverse workforces; and the role of human resource practices in driving firm innovation.



PROGRAM JOURNEY

PRE-PROGRAM ACTIVITIES

(approx. 6 weeks prior to program commencement)

REVIEW






Canvas welcome & program information

READ

Pre-reading articles

COMPLETE

Strategic HRM Managerial Behaviour Survey

	DAY 1	DAY 2
	8:30 am Program Start	
	 Competitive Advantage Through People	 Motivating and Retaining Talent
	 Lunch	
	 Strategic Alignment of HRM Strategy	 Delivering Effective Feedback
		5:00 pm Program Close



CAMPUS LOCATIONS:

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