



# STRATEGIC HR BOOT CAMP

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DEVELOP SIX ESSENTIAL BUSINESS PARTNER SKILLS

EARN 18 CREDITS TOWARD RECERTIFICATION

LEARN AT YOUR CONVENIENCE

*One module of the SHR Boot Camp arrives every other Monday on your desktop, laptop or tablet device. You view it at a time that's convenient for you. Each module includes videos, targeted worksheets and templates so you can immediately apply your learning. Your questions are answered during biweekly group calls.*

## SHR Boot Camp Covers Six Essential Business Partner Skills

### Module 1: Develop Your Personal Brand

The indispensable HR business partner is known for candor, thought leadership and a focus on business priorities. Module 1 provides an understanding of the business partner role, assessment of your personal reputation and creation of an action plan to design the desired personal brand, creating a path to be recognized as a valuable business partner.

### Module 2: Know The Business

Credibility begins with knowing the business and using the language of business leaders. HR business partners have good business acumen skills and can talk about the things that matter to business leaders. Business leaders don't get excited because it's 'time to do our succession plan'. They are interested when 'succession planning' means they have the people they need to solve their business problems. Module 2 includes business literacy and a methodology for learning about your organization's business including how your company makes money, the business strategy, customers and unique financial terms.

### Module 3: Be Strategic

HR makes a big impact on business success when goals and initiatives are aligned with business priorities. In module 3 we define 'strategic' and gain a clear understanding of how to translate strategy into action. The module focuses on the implications of strategic decisions as they apply to your budget, culture, talent selection, daily work, people development, performance management, and rewards and compensation systems.

### Module 4: Influence Others

The savvy HR business partner knows how to navigate the organization and uses personal influence to coach and inspire others at all levels. Module 4 provides the skills, knowledge and insight to enable you to build rapport, provide candid feedback and informally coach leaders. An understanding of 360 feedback is also covered

### Module 5: Lead Organizational Change

As a change agent, the HR business partner creates an environment where progress can thrive and business can win. Module 5 provides a comprehensive framework for leading organizational change. From project start to finish, elements covered in this module include: defining success, identifying stakeholders, clarifying the role of the sponsor, engaging employees, managing resistance, understanding the implications of culture and using rewards and consequences to solidify the change.

### Module 6: Improve Performance

Working closely with business leaders, the HR business partner intervenes to solve common problems resulting in reduced conflict, higher productivity and a high performing organization. Module 6 focuses on solutions to your common challenges and preventative strategies. Topics include: how to help managers who are derailing, the implications of conflict in the senior team, onboarding a new manager, driving performance management and tracking your impact.

## PROGRAM DETAILS

- SHR Boot Camp begins: March 31, 2014
- Venue: 100% On Demand
- Investment: \$1950.
- Groups of 3 or more receive \$250 per person discount PLUS group facilitation materials. (Use code, GROUP250, at check out)



### Boot Camp Leader

As a seasoned HR professional, Deb Graham works with leaders from across the globe to custom design leadership programs, understand cultural implications during M&As and manage large scale business transformations. She holds a Masters degree in Organizational Development from Pepperdine University.



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