



HUMAN RESOURCES MANAGEMENT

OSCM1 STRATEGIC CHANGE MANAGEMENT FOR HR PROFESSIONALS

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Strategically managing organisational change is a key challenge for HR professionals. With organisations constantly facing rapid change from a number of drivers including customer needs, evolving markets and new technology, it is essential to understand and manage change, while controlling the impact on your personnel.

This course has been designed to provide human resources professionals with the skills to drive change effectively and to focus on key strategic issues to bring about transformational change.

SKILLS ATTAINED

- ✓ Understand the need for change within the organisations current context
- ✓ Develop a change vision
- ✓ Align your strategy and culture to change
- ✓ Ensure employee engagement to translate change into action
- ✓ Evaluate the success of your change strategy

COURSE INFORMATION



3 Training Days



Online: £1485 (\$1930)



At the end of the programme, an achievement certificate will be awarded on the basis of active participation and full time attendance. No examination required.



25 - 27 Aug 20 (Online)
13 - 15 Oct 20 (Online)
19 - 21 Jan 21 (Online)



Companies nominating 3 or more delegates to attend the same programme will enjoy a special discount on the course fees.

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COURSE PROFILE

Change management analysis

- ✓ Appreciating the current organisational environment and the drivers for change
- ✓ Developing change strategies with management and stakeholders
- ✓ Assessing organisational readiness for change
- ✓ Completing Force Field Analysis and making decisions for change
- ✓ Changing organisational culture
- ✓ Creating a culture of diversity and inclusion

Employee engagement: translating strategy into action

- ✓ Designing employee engagement strategies
- ✓ Assessing and measuring employee feedback
- ✓ Pulse check vs employee engagement surveys
- ✓ Benefits of empowerment and creating space for employee voice
- ✓ Conducting stay interviews to assess motivation

Evaluation metrics, value and impact

- ✓ The role of HR analytics: benchmarking & performance indicators
- ✓ Techniques for monitoring, auditing and evaluating the implementation of change
- ✓ Maximising value gained from organisation resources and capabilities
- ✓ Dealing with the resistance to change
- ✓ Measuring 'return on investment'

WHO SHOULD ATTEND

This course is designed for HR professionals, and Senior HR Specialist who are responsible or are directly involved in leading strategic change and managing the process through the HR department

COURSE BOOKING



+44 (0) 207 724 6007



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www.lmcuk.com

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"The training session was very informative, practical and will help my professional career in the future."

Mushtaq Ahmed
WHO, Pakistan