



HUMAN RESOURCES MANAGEMENT

HR46 Strategic HR Policy Development and Implementation

Effective HR policies provide the foundation for fair, consistent and compliant people management while supporting organisational strategy and culture. Creating high-quality policies requires far more than technical HR knowledge; it demands strategic thinking, stakeholder engagement, effective consultation and the ability to translate organisational objectives into practical guidance that people can understand and apply. This course equips experienced HR professionals with the knowledge, skills and practical techniques to design, write, review and implement HR policies that are aligned with organisational priorities, supported by key stakeholders and capable of delivering consistent outcomes across the organisation.

Course Information

Duration: 5 days

London (£4950):

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

Upon completion of one of our CPD certified courses, delegates will be awarded both an LMC certificate and a CPD certificate. No examination required.

Who is the course suitable for?

This programme is designed for experienced HR professionals, policy specialists, HR business partners and senior advisers responsible for developing, reviewing or implementing organisational HR policies and procedures. It is particularly valuable for professionals who work closely with senior leaders, legal advisers, employee representatives and operational managers to develop policy that balances organisational

objectives, operational practicality and employee experience.

Course profile

Creating Policies that Work in the Real World

- Diagnosing organisational policy challenges and identifying opportunities for improvement
- Analysing how organisational culture influences policy effectiveness
- Evaluating business risks and competing organisational priorities
- Identifying policy gaps through operational and people-related challenges
- Defining success criteria for practical and effective HR policies

Designing and Writing Practical HR Policies

- Structuring policies for clarity and usability
- Developing procedures that support consistent implementation
- Writing clear, accessible and inclusive policy documentation
- Defining roles, responsibilities and accountability
- Reviewing policy quality and consistency

Consulting, Influencing and Building Stakeholder Commitment

- Identifying key stakeholders throughout the policy lifecycle
- Engaging business leaders and HR specialists in policy development
- Managing consultation and collaborative policy design
- Influencing decision-makers through evidence and business rationale
- Resolving conflicting stakeholder priorities

Implementing and Embedding HR Policies

- Planning effective policy implementation
- Developing communication and engagement strategies
- Supporting managers through policy adoption
- Managing organisational resistance and feedback
- Monitoring policy application and organisational consistency

Reviewing, Evaluating and Continuously Improving HR Policies

- Evaluating policy effectiveness against organisational objectives
- Measuring policy compliance and organisational impact
- Reviewing policies in response to organisational change
- Developing continuous improvement plans

Competencies

At the end of this course, delegates will be able to:

- Design HR policies that align with organisational strategy, culture and governance requirements
- Develop clear, practical and consistent HR policies and supporting procedures
- Engage and influence senior stakeholders throughout the policy development process
- Conduct effective consultation that balances organisational, legal and operational priorities
- Develop implementation plans that encourage understanding, engagement and consistent application
- Evaluate policy effectiveness using organisational evidence and performance measures
- Review and update HR policies to reflect organisational change and evolving business needs
- Build a sustainable policy framework that supports fairness, compliance and organisational performance

Course Booking

Call us: +44 (0) 207 724 6007

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www.lmcuk.com

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