

Location	Start Date	End Date	Fee
Muscat, Oman	February 19, 2019	February 21, 2019	USD 2,300 / OMR 895

Brochure Summary

The HR Balanced Scorecard course introduces participants to the key processes, tools, and success factors needed to effectively implement an HR strategy in their organization. Participants will learn how to develop, translate, and enable an HR strategy using the balanced scorecard system. This will entail setting an HR vision, setting strategic objectives, KPIs, targets, and an implementation roadmap, as well as cascading this strategy to key HR departments (e.g. Recruitment, Manpower Planning, Learning & Development, Performance Management and Employee Relations, etc.).

This course is practical, "hands-on" workshop that covers best practices, case studies, exercises, lessons-learned, and real-life examples through an expert facilitation practice.

Benefits of Attending

- Participants will understand the key concepts of the balanced scorecard
- Participants will learn a systematic, eight-step methodology for building and implementing the balanced scorecard
- Materials provided include 150+ page workbook
- Strategy maps and scorecard example based on real organizations
- Participants will also learn about some of the challenges and pitfalls of strategic management, and how to deal with them.

Who Should Attend?

- All levels of leadership
- Executives Managers
- HR Directors
- HR Functional Managers
- Recruitment Officers
- Performance Management Directors
- Strategy Planners
- Learning & Development
- Business Units Directors

Course Outline

Day 1

Introduction

- Instructor and student introductions
- Course expectations
- Overview of course content
- Warm-up exercise

Balanced Scorecard Strategy Implementation Fundamentals

- Strategy Implementation Overview
- Mission Vision Values
- Balanced Scorecard Strategy Implementation Framework
- Objectives Measures Targets
- Initiatives
- Exercise: Developing the Balanced Scorecard

Implementing HR Strategy using the Balanced Scorecard

- How does HR fit into organizational strategy?

Day 2

Warmup Exercise

Day One Recap

Executing HR Strategy using the Balanced Scorecard (Continued)

- Determining HR customer measures
- Exercise: Develop HR customer measures
- Aligning HR processes to customer needs
- Exercise: Identifying and aligning HR processes
- Measuring HR processes
- Exercise: Developing HR process measures

Aligning Competencies to Strategy

- Mapping strategic competencies
- Identifying strategic job families
- Determining job requirements using job task analysis

DAY 3

Warmup Exercise

Day Two Recap

Implementing the HR Strategy Implementation System

- Strategy Review Meetings
- Review purpose
- Leadership role
- Conducting the meeting
- HR Strategic Initiatives
- Role of initiatives in strategy execution
- Closing the implementation gap using initiatives
- Exercise: Identifying strategic initiatives

Other Uses of Strategy Implementation System

- Reorganization
- Mergers and acquisitions
- Establishing a new organization

Investment

- OMR 895
- USD 2,300

Terms & Conditions

Full payment is required prior to the event.

The course language will be English.

Cancellations made more than 3 weeks prior to the scheduled course start date will be refunded in full less an administrative charge of USD 300.

We regret that cancellations made after this date cannot be refunded or credited. Substitutions are welcome at any time.

Payment is by Bank Transfer

Please indicate which currency you wish to pay in: AED US Dollars Euros Pounds Sterling

Full payment details will be sent to you on your invoice

Do you need any clarifications?

For registration or clarifications, call us at +968 24618185, +968 99 355 438 or email us at tanfidh@tanfidh.com