

Strategic Offering

HR Development series



CourageousHR works with HR leaders and Communities to identify their distinctive contribution and then make it, both culturally and operationally, an organisational reality.

Contact Details



+ 44 (0) 845 862 1767 or enquiries@courageoushr.com



www.courageoushr.com



HR Thought Leadership Development Series

Looking for inspiration and practical innovation in the world of HR?

Innovative HR is not a phrase normally associated with HR but at CourageousHR we know that the world of business is more volatile, competitive and transparent than ever before. Therefore, **HR needs to learn to adapt**, think more expansively, let go of old habits and be willing to **take more risks**.



Our *Thought Leadership Series* is specifically **aimed at HR Leaders and experienced HR Professionals** who are looking to be challenged by the latest research, inspired by new HR Practices and involved in developing new ways of working.

- The content of all our modules in this Series are based on the latest available research as well as both our and our clients experiences in the workplace. As such, our material, while practical, is at the **forefront of the latest HR thinking**.

The suite of development modules (supported by coaching from CourageousHR) are **tailor made** to meet the requirements of clients and / or individuals.



The structure and content is geared to help delegates

- Reflect on emerging trends and the latest available research, explore in open forum the implications for HR, business, leaders and employees.
- Insightfully and systematically review their HR Function's '5 Zones of HR Transformation' which will allow delegates to either create or refine their **HR Transformation strategy**.
- Assess skills and knowledge gaps within their team or function knowing that there are appropriate skills based training modules available from CourageousHR to support their ongoing development needs.



The HR Thought Leadership Series of Development Modules includes the following topics:

- **Creating a responsive HR Function**
- **Developing HR's Courage to Lead & Act Charter**
- **How HR can be courageous in the workplace**
- **HR Transformation – mapping out the journey**
- **HR and the Business - How to work in true partnership with each other.**
- **Developing 21st Century HR Professionals**

To find out more about the *HR Thought Leadership Development Series* please email enquiries@courageoushr.com to arrange a call to discuss your specific programme needs.





HR Transformation Development Series

Is HR seeking change or is it being forced to change? Are you looking for a transformation roadmap but not too sure what is your starting and end points?

While it appears most of us are doing it – but some seem to be doing it better than others! Transforming HR seems to be very popular but it seems **we're not as good as we ought to be** as research suggests that the **capability of existing HR staff is the number one obstacle to success.**



At CourageousHR we have spent time developing our own **HR Transformation Model** which specifically addresses the needs of HR. Our track record in supporting and guiding HR leaders and teams through the transformation maze gives us the credibility and pedigree to offer our clients and individuals the *HR Transformation Development Series*.



The structure and content is geared to help delegates

- Understand why HR needs to change and become clear what the **measures of success** need to be.
- Explore what are the **keys to a successful HR Transformation**. Our experience shows that if you focus on a few key areas you'll be doing a lot of the right things – evolution is better than revolution.
- Insightfully and systematically review their HR Function's '*5 Zones of HR Transformation*' resulting in the creation of an **explicit HR Transformation strategy**.
- Manage expectations of the key stakeholders, the wider business, and across the HR Community in order to develop trust and deal with the workplace reality without letting it compromise 'what is possible'



The HR Transformation Series of Development Modules includes the following topics

- Transforming HR into a strategic Business Partner
- Creating a future focused HR strategy
- Delivering HR value
- Working as One HR Team
- The HR consultancy approach
- Developing 21st Century HR Professionals

To find out more about the *HR Transformation Development Series* please email enquiries@courageoushr.com to arrange a call to discuss your specific programme needs.





HR HealthCheck Development Series

Are you finding that your HR Business Partnership model is not quite working as you wanted? Is it difficult to pinpoint exactly what needs to be done to make HR a business success?



The *HR HealthCheck Series* is a suite of development modules (supported by coaching from CourageousHR) which can be **tailor made** to meet the requirements of clients and / or individuals. These modules are designed to **help HR Leaders and Teams review their HR Partnership Journey** so far and determine what strategies and actions they need to take so they can **maximise HR's value to the business.**



The structure and content is geared to help delegates

- Review their existing HR strategy and map it against the organisation's strategy to determine how closely aligned it is and highlight those priority areas which need to be addressed, accelerated or abandoned.
- Systematically determine specific actions that need to be taken within each of the '5 Zones of HR Transformation'. These normally range from:
 - Reprioritisation of HR deliverables
 - Refinement to the existing HR structures
 - Greater clarity in ways of working within HR as well as with the business
 - Up-skilling and re-skilling of the HR Team
- Once the HR HealthCheck has been completed the HR Teams and individuals have the option to choose the most appropriate skills based training modules available from CourageousHR.



The HR Healthcheck Series of Development Modules includes the following topics

- **Creating a business aligned HR Strategy**
- **Creating an integrated L&D Strategy**
- **Creating a C&B strategy**
- **HR Team structure and ways of working**
- **Working with the business**
- **Transforming HR**
- **Developing 21st Century HR Professionals**

To find out more about the *HR HealthCheck Development Series* please email enquiries@courageoushr.com to arrange a call to discuss your specific programme needs.





HR Skills Development Series

Are you finding that your HR Business Partnership model is not quite working as you wanted? Is it difficult to pinpoint exactly what needs to be done to make HR a business success?

Recent research* has highlighted that **HR lacks the critical skills for success** and is **unprepared for the future**. Given our experience in working with a range of HR teams and individuals over a number of years, this has not come as a surprise to us at CourageousHR. We recognise that **HR needs to have the courage of its convictions** to demonstrate to organisational leaders that working in partnership with HR will deliver sustained competitive advantage.



The *HR Skills Series* is a suite of development modules (supported by coaching from CourageousHR) based on our own HR Competencies Framework. These modules are designed to **help HR Professionals and HR Teams** develop the critical skills, techniques and confidence to **become excellent 21st Century HR Professionals**.



The structure and content is geared to help delegates

- Develop a good understanding of the importance and relevance of the HR competencies needed to succeed and explore the professional and role implications.
- Build on their existing HR knowledge and experiences to refine and sharpen their core competencies as well as introduce them to new practices and techniques.
- Practice their new skills through role play, course based coaching and open forums.
- Embed their learning in the workplace through the application of bespoke skills based toolkit.



The HR Skills Series of Development Modules includes the following topics

- **Courageous leadership** - the core competency, it stands for having a clear sense of what you can contribute and a willingness to consistently live this out.
- **Business acumen**
- **Customer focus**
- **HR Professionalism**
- **Innovator**
- **Results driven**
- **Building relationships**

* Bershin & Associates "The High-Impact HR Organization: Top 10 Best Practices on the Road to Excellence." Jan 2011

To find out more about the *HR Skills Development Series* please email enquiries@courageoushr.com to arrange a call to discuss your specific programme needs.



What makes us different to other HR Training providers

1. We have a track record of delivering HR training and development material to global companies and international delegates at all levels within HR
2. We create and own all of our material which is both academically sound and practical enough to be used immediately in the workplace
3. Our material is skills based which has already been tried and tested in other organisations
4. Our experts are all HR professionals who bring real examples and experiences to our HR training and development
5. We work in partnership with you to embed delegate learning. We know that real change starts after the formal learning has finished and we will support you to deliver that.



How we can work together

Our HR training and development courses have been tailored to be highly accessible with a number of ways for you to benefit from using CourageousHR;

- **Consultations;** One to one individual sessions focusing on individual development. The perfect opportunity to receive quick, focused learning.
- **Seminars;** From one to five hour sessions which can be delivered either face to face, over the telephone or via the web. A great way to deliver practical skills during a conference or regular meeting.
- **Workshops;** Usually two or three days, workshops are a great way to ensure that a whole team can learn some practical skills whilst team building.
- **Programmes;** A series of workshops over a period of months, programmes are a great way to develop new skills when a team or function is going through a transformation.
- **Ongoing Development;** A range of team and individual training, workshops, coaching and other interventions, delivered over a longer period of time. An excellent way of increasing the overall level of skills and knowledge in your whole team.



The feedback that we get from our clients is so good and we are so confident that we will deliver great training for you, that we offer a 100%, quibble free, money back guarantee.

About courageoushr

At CourageousHR we work with HR Professionals to guide and inspire you and your HR Community to move from being 'followers' to leaders. We bridge the gap between academic vision and consulting rhetoric to help you unlock your potential.

Our passion and thinking comes from our experiences, research and a belief that 'tomorrow doesn't have to be the same as today'. Our reach is global and we happily work with clients throughout the world and across a wide range of industries.