

→ PROGRAMME OVERVIEW

Master the business knowledge you need to be seen as a strategic leader in your organisation. The HR Business Partnering programme will take you on a journey from understanding to implementation and provide you with the skills that will make you continually relevant as a senior contributor in your organisation.

This programme is delivered over a 8 month period that is supported by individual coaching, pre-work and projects to support the achievement of your business goals. At the end of this programme, you will have the insights and confidence to contribute to your management teams' business growth objectives.

HR

BUSINESS PARTNERING

Personal Development for the HR Professional

A programme delivered to you by:



→ OBJECTIVES OF THE PROGRAMME

- Achieving HR Strategic Partnering in your business
- Build awareness of the key drivers of success across core business functions
- Understand how these drivers contribute to your organisation's competitive advantage
- Develop skills to support and influence the delivery of core business goals
- Build credibility amongst your stakeholders
- Explore and understand strategic HR and commercial processes, trends, models and structures
- Build knowledge of financial models and implications of actions on strategic planning
- Influence key stakeholders to adapt strategic people initiatives



→ FACILITATORS

CLARE PARKES,
Managing Director,
Clarian HR

Clare has over 16 years experience in HR in the UK and New Zealand and is well versed in the application of the HR Strategic Partner role. Often described as pragmatic, energetic and direct, Clare has extensive senior generalist knowledge and works with clients across many industries.

JO CLAYTON,
Director, Acumen

Jo Clayton has a solid commercial background having held a number of senior executive and general management roles. Jo started Acumen in 2001 where she works with the Icehouse in delivering their Growth Programmes for Owner Managed Businesses and has many clients of her own where she works with GMs and their senior teams assisting with strategy development and execution.

STEPHEN DRAIN,
Director,
AUT Centre for
Innovative Leadership.

Stephen develops and runs leadership and general management courses for middle to senior executives and also facilitates executive team learning and strategy workshops. Prior to his current position, Stephen was COO at a private leadership training provider specialising in Strategic Thinking, Organisational Learning and Developing People.

The programme benefits from excellent guest speakers who are thought leaders in their field; they will cover topics such as strategic planning, sales and marketing strategies, financial acumen and lateral thinking.

→ HOW DO YOU RESERVE A PLACE...?

Please note that numbers for this workshop are strictly limited and we would suggest that you RSVP at your earliest convenience to reserve your place.

Email: denise@clarian.co.nz
or call 09 414 3840

EARLY BIRD SPECIAL

Early bird special for all registrations received prior to 5 April 2010;

\$7,650+GST

STANDARD PRICE

Standard price for all registrations received after 5 April 2010;

\$8,500+GST

Payment terms overleaf

→ **DATES AND LOCATIONS** The programme runs over a 6 month period in the Auckland CBD with 4 workshops of 2 days each followed by individual coaching. The dates are as follows:

WORKSHOP	20&21 APRIL	22&23 JUNE	24&25 AUGUST	20&21 OCTOBER
COACHING	MAY	JULY	SEPTEMBER	NOVEMBER

→ THE WORKSHOPS

Each workshop will build on your knowledge and understanding of the organisation you work in, as well as your strategic HR skills and knowledge. Building your knowledge of the key contribution and objectives of each of the functional areas will assist you to target HR efforts to support what leaders in your organisation need to achieve. The workshops are very interactive and you will have the opportunity to apply and implement your learning between blocks, building your credibility and relevance with key stakeholders in the business and enhancing your ability to influence organisational success.

THE WORKSHOPS

WORKSHOP

1

- Building the business case for change
- Defining HR Business Partner competencies
- Understanding your own strengths and development opportunities
- Building credibility and managing perceptions
- Identifying and diagnosing business problems
- Supporting leaders to manage today's business and build tomorrow's business

COACHING:
Identify your Current and Preferred Reality

WORKSHOP

2

- Financial awareness and understanding business drivers
- Understanding financial reports and business performance
- HR ROI
- Modern workforce planning
- Building a business case
- Using statistics to support and enhance your proposals
- The front end of the business;
 - customer value propositions,
 - your market, customer
 - channel management and,
 - sales and marketing approaches

COACHING:
Action Planning

WORKSHOP

3

- Stakeholder management, communication and gaining buy-in
- Influencing skills
- Coaching for performance
- Facilitating and leading the execution and resourcing of strategic objectives
- Value chain thinking in your business;
 - where you are in the value chain,
 - strategic sourcing and procurement,
 - business process and logistics,
 - supplier management and
 - partnering

COACHING:
Taking action

WORKSHOP

4

- Strategic thinking and planning
- Organisational Design
- Talent Management
- Making the HR/Line partnership more effective
- HR Strategies and measuring success
- Leadership for different phases of growth
- Building organisational capability and competitive advantage

COACHING:
Evaluate success and build plans for further growth

→ SELF EVALUATION

You will complete a 360 degree feedback evaluation before and on completion of the programme that will assist in your own identification of personal goals and development areas for achieving Business Partner status.

PAYMENT TERMS:

50% on registration and 50% prior to commencing workshop 4.

GROUP BOOKINGS

Where two or more participants register from the same company, a 15% discount will apply on the standard price for the first participant and 5% off the standard price for any subsequent participants

TRANSFERS

(to another full fee paying participant):

Transfers are permitted one time only and must be submitted in writing no later than 7 working days before the first workshop. Transfers are not permitted after the commencement of the programme. If you are unable to send a replacement, you forfeit your registration fee.

THIS PROGRAMME CAN BE DELIVERED IN-HOUSE AND TAILORED TO YOUR ORGANISATIONAL NEED. CONTACT CLARE PARKES ON 021 517 050 TO DISCUSS YOUR REQUIREMENTS FURTHER.

→ WHAT OTHERS SAY...

"The team from Clarian HR were able to bring to life a development programme for our Trans Tasman HR Team which not only met our objectives but created an ongoing learning agenda and skill building framework.

Often the HR Teams in organisations will focus on the development of others before themselves, but this programme was unique for our business, and my team are now operating in a much more effective way and achieving more of our strategic objectives as a result.

More specifically the Clarian programme developed the necessary skills to become a business partner which included commercial acumen and influencing skills among many others. The materials provided and case studies were highly relevant and applied practically to our dynamic and fast growing business. I strongly recommend other HR Teams embarking on the same partnership with Clarian."

DEAN SAPPEY, HR DIRECTOR AUSTRALIA, FRUCOR