



Strategic Management & Transformational Leadership

Course Duration: 2 Days

PURPOSE

Strategic Human Capital Management (HCM) & Human Resource Management (SHRM) is crucial for aligning HR strategies with organizational goals. By embracing modern concepts like the Theory of Change and VUCA / BANI / RAAT – Resilience, Attentiveness, Mindfulness, Adaptation, Transparency - in businesses; can foster agility and adaptability in a dynamic environment.

Human capital management (HCM) is the set of practices an organization uses for recruiting, managing, developing, and optimizing employees to increase their value to the company. It focuses on effectively managing the workforce. Managers must uphold standards in corporate governance, transparency, accountability, and economic efficiency.

To succeed, your business needs the right people with the right skills in the right positions, strategically aligned to achieve your objectives. This alignment is key to driving organizational success.

MODULES

1. Environmental scanning and gap analysis and Strategy analysis and choice
2. The Theory of Change, VUCA, BANI, Agility, Adaptability, etc
3. Envision the Future – review the Vision, Mission and Objectives
4. The Value Chain Analysis
5. Internal factor evaluation
6. SWOT and PESTEL Analyses
7. Porter's 5 Forces Model
8. The SPACE matrix, BCG Matrix
9. Criteria in considering and Evaluating Strategies
10. The Balanced Scorecard approach for M&E
11. Definition of Strategic Human Resource Management for Leadership Roles - SHRM

OUTCOMES

- ✓ Defining strategic management
- ✓ Process and content of strategic management
- ✓ Organizational goals, responsibilities (CSR, etc) and sustainable growth
- ✓ Determinants of strategy: external and internal environment
- ✓ Stakeholders and understanding the value chain approach to stakeholder management
- ✓ Levels of strategy
- ✓ Functional areas and the alignments between business strategy and functional strategy
- ✓ Strategy implementation: Organisational structures and processes

WHO SHOULD ATTEND?

All Executives and Managers who are involved in strategy development, operations management and levels within the organisation.

Targeted at group, departmental, divisional, business unit or executive level who have not formally studied Strategic Management; but involved in the overall safeguarding and Management of an organisation.

SPECIALIST FACILITATOR, CONTENT ADVISOR, AND ACTIVITY DESIGNER - DONALD HJUL

Specialist Facilitator and Professional OD Consultant who has over 40 years of joint experience in the Private, Public and NPO sectors across international boundaries and within many sectors and industries.

He leverages his extensive management and leadership experience—from intern to executive level—to consistently create impactful, practical, and experience-driven programs for clients focusing on the three M's: Mindset, Mechanics, and Motivation.

Our passion, is to empower individuals and organizations to achieve continuous and transformative human performance improvement, throughout the Human Capital Management landscape

Contact Us

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