

HR Transformation

Workshop for Success



WORKSHOP
F R I D A Y
2 5 | 4 | 2 0 1 4

agenda

- 09:00-09:30 GPMA Welcome / Introductions
- 09:30-10:30 HR Transformation Phase 1: Business Context
- 10:30-10:45 Morning Break
- 10:45-12:30 HR Transformation Phase 2: Outcomes
- 12:30-13:30 Lunch Break
- 13:30-15:00 HR Transformation Phase 3: HR Redesign
- 15:00-15:15 Afternoon Break
- 15:15-16:30 HR Transformation Phase 4: Accountability
- 16:30-17:30 Application / Q&A's



Greek
People
Management
Association

HR Transformation Workshop for Success



W O R K S H O P
F R I D A Y
2 5 | 4 | 2 0 1 4



Allan Freed Keynote Forum Speaker and Workshop Moderator

Learning Partner



Allan Freed is a worldwide appreciated principal consultant with The RBL Group, a consulting firm focused on helping leaders and organizations deliver results and increase value. Allan's current work helps organizations identify and build capabilities required for the execution of strategy through leveraging human resources and improving leadership performance. **Allan will be the key note HR Forum 2014 speaker and workshop moderator.**

Phase 1: Business context: Why do transformation?

- Milestone 1: Chief Human Resources Officer recognizes that an HR transformation initiative would be of value
- Milestone 2: Create a transformation team
- Milestone 3: Define, assess and prioritize the new business realities that require HR transformation and change
- Milestone 4: Complete and communicate the business case for doing HR transformation

Phase 2: Outcomes: What are the results of transformation?

- Milestone 5: Do an organization capabilities audit to identify the top 2 to 4 capabilities required by the business strategy
- Milestone 6: Operationalize the key capabilities and state them as the outcomes of the HR transformation
- Milestone 7: Show how accomplishment of these capabilities will benefit employees, line managers, customers, investors, communities, and other stakeholders

Phase 3: HR redesign: How do we make changes in HR department, practices, and people?

- Milestone 8: Create an HR strategy statement: who we are, what we do, and why we do it
- Milestone 9: Shape the HR organization with clear accountabilities for Centers of Expertise, Embedded HR, Operational HR, Shared Services, and Corporate
- Milestone 10: Audit HR practices to prioritize those which will align with strategy, integrate with each other, and be innovative
- Milestone 11: Define what makes an effective HR professional in terms of role, competencies, and activities
- Milestone 12: Assess and invest in HR professionals to make sure they have the abilities to deliver on the transformation

Phase 4: HR accountability: Who plays what role in HR transformation?

- Milestone 13: Make sure that the transformation team is staffed by the right mix of people and engaged in the right activities



Greek
People
Management
Association