



Strategic Human Resource Management and Measuring the Value of HR

An exciting and new program from Nexus designed for HR professionals and senior managers who want to learn how to align their HR function with the major value proposition of their organisation.

In this course, drawing on the latest findings of the doyens of HR (eg., Ulrich, Huselid, and Becker) you will learn how to locate your human capital firmly within the value chain of your business, and you will learn how to measure HR's contribution to the bottom line.

This course can be easily extended to include HR Best Practice where you will be exposed to best practice in recruitment, selection, performance management, reward and recognition, employee relations, policies and procedures (eg., OH&S, EO, etc.), and training and development. We also recommend a module dealing with moving from management to leadership to help HR professionals assume a strategic role in their organisations.

Our Strategic HRM and Measuring the Value of HR course includes the following topics:

- "People are our most valuable asset" - what does that mean?
- Sources of Competitive Advantage.
- Examination of high performing stocks and their sources of competitive advantage.
- Pfeffer's identification of the new competitive advantage in the new global economy.
- Conventional accounting and human capital.
- The importance of intangibles in the market value of organisations.
- Best practice in HR - is it enough?
- From best practice to strategic HR and how that affects market value.
- Real world illustrations of strategic HR.
- The strategic HR model - how to give your HR function a strategic focus.
- HR alignment, integration, and differentiation.
- Measuring HR - competencies, practices, and systems.
- HR strategic alignment demonstrated as regards work design, performance management, selection of competencies, competency development, rewards, and communication.
- Moving from HR "doables" to HR "deliverables" - what is it that HR must deliver if we are to truly measure HR's effectiveness?
- How to measure the deliverables.

For further information, please do not hesitate to contact Nexus.