



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 – evolutions 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.



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.