



The HR Leadership Series

Optimis HR Leadership Portfolio

Optimis provides **experiential learning programmes** for organisations who want an immediate and high impact for their HR function. Our customised programmes are designed to ensure that your HR professionals immediately apply what they learn to increase their performance. Our programmes are **highly customisable in terms of length, focus, content and methods** in order to fit your organisational needs, context and culture. They are linked to your priorities and can include your processes and methods to address the needs of the participants.

Our programmes require an **intense involvement from the participants**, where behavioural change is expected and measured at each step of the process. Hence, pre-programme and post-programme learning elements are an integral part of our solution.

Our **Optimis master facilitators** ensure exceptional quality and results. In addition, we offer the option to train your internal facilitators and license the programme for unlimited use in your organisation. Our goal is to provide you with a customised programme and delivery options that best serve your interests!



There are **five core modules** of the **HR Leadership Series** designed to address the core capabilities of effective HR leadership. Optimis can run each module as a standalone programme or as a part of a fully integrated set of modules that you choose. In addition, we can develop additional modules on HR leadership topics specific to your organisational requirements. We believe leadership is an active journey, not a destination, and we look forward to partnering with you to develop your HR leadership development learning programmes.

Each of the modules can be run in **1 to 4 day formats**, depending upon your requirements. In sum, our HR Leadership programme modules are adapted to the capabilities required by your organisation values and are designed to provide immediate and measurable value.

Brief descriptions of the five core modules of the **HR Leadership Series** are as below:



Developing Business Acumen

Understand your business context. Use the language of business to communicate with your key stakeholders to increase credibility and impact. Apply the concepts, skills and tools directly to your business context.

A HR leaders programme designed to help participants deepen their understanding of business challenges, key drivers of business performance, business strategies, financial statements and the perspective of business stakeholders. This knowledge is often lacking in HR professionals and is a main requirement for establishing credibility with senior and line management. In addition, HR strategies should be aligned with business strategies and we suggest that this module is undertaken prior to “Building and Executing HR Strategies.” Application of all of the above are made directly to your company and business.



Building and Executing HR Strategies

Effectively build and execute HR strategies that are fully aligned to the business strategy. Optimise organisational performance.

A HR leaders programme designed for both new and experienced HR leaders. It includes frameworks, tools, exercises, case discussions, applications, role plays and business simulations. All of these elements aim to give participants real-world practice in building and executing HR strategies. Participants will come away with a fully developed business case for one or more HR strategic initiatives, and an implementation plan. They will master techniques that will improve their competences in building and executing HR strategies that are fully aligned with the business.



Crafting and Leading Culture Change

A high impact learning programme to maximize participants' ability to lead organisational change initiatives with deep cultural implications. Align people, processes and systems in each of your change initiatives to create the future of your organisation.

A HR leaders programme designed to develop and lead culture change initiatives. As the environment changes it is important that an organisation's culture evolves to meet the new challenges. This module supports participants to apply the latest thinking on culture change competencies to the pressing needs of their organisation. Participants will gain real-world practice in applying research-proven techniques that will improve their ability to craft and lead highly impactful culture change initiatives.



Becoming a High Impact Business Partner

Connect with your stakeholders to improve your effectiveness as an HR professional. Develop the skills required to integrate human capital and organisational development concepts, systems and processes into good business decisions for line management.

A HR leaders programme designed to provide a pragmatic application of the latest thinking in business partnership to the HR practice in your organisation. Effective HR Business Partners speak the language of business and have well developed presentation, influencing, persuasion and listening skills. Become the HR professional that your clients seek out when they want a thinking partner or support for business-related HR matters.



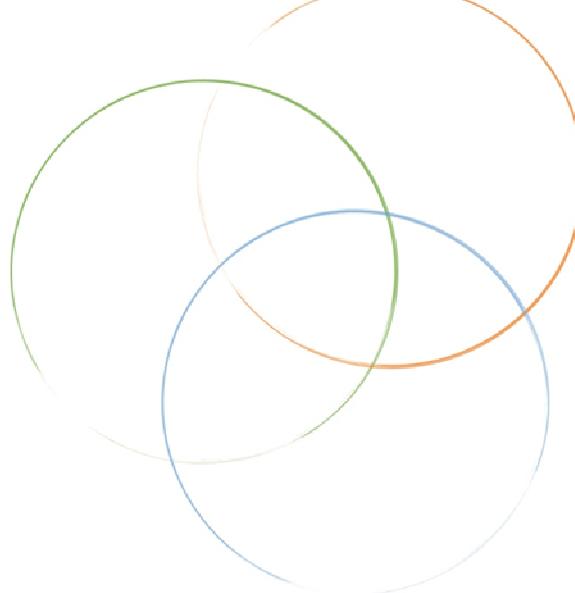
Developing Strategic Talent

A key learning programme to develop and apply the skills required to lead a talent development process or function that has a strategic impact in complex organisations.

A HR leaders programme designed for HR professionals that challenges participants to apply the latest thinking in talent development to the talent pool of their organisation. This module includes group exercises, case discussions, own reflections and own situations simulation. We use proven methods to ensure that HR professionals emerge confident to define and drive talent processes in their organisations.

*We invite you to learn more about how our **HR Leadership Series** can add value to the leadership development of HR leadership in your organisation.*

Please contact us for more information.



✓ will you take it to the next level?



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