



## ADAPTIVE HR

# THE SKILLS OF HR FOR TODAY AND BEYOND

## WHAT IF YOUR HR TEAM COULD GROW PROFIT BY 9%?

Research by CEB\* tells us that only one-third of line managers feel that their HR function is effectively supporting them and that less than 20% of HR Business Partners (HR BPs) are viewed as strategically effective.

Did you know that effective HR BPs can increase employee performance by 22%, employee retention by 24%, revenue growth by 7% and profit growth by 9%?

## THE CHANGING CONTEXT DEMANDS ADAPTIVE SKILLS

The mandate of HR is changing, as organisations seek an undeniable and measurable connection between business and HR strategy, as well as more innovative people practices. HR teams, regardless of the industry in which they operate, must adapt the ways they work. How can organisations leverage the strong relationships HR BPs typically have with line managers?

## INTEGRATED LEARNING

Based on the 70/20/10 learning principle, the program includes pre- and post-program work. Participants commit to trialling a number of practical approaches, and small group coaching creates accountability for action and reflection.

## LEVERAGING CURRENT SKILL FOR THE FUTURE

Adaptive HR is an innovative, modular learning program that further develops the capabilities that HR Business Partners need currently and in the future.

## TARGETED AND TAILORED APPROACH

Our unique approach enables you to tailor the program content and delivery methodology to align to your HR development priorities and budget.

Choose from our menu of modules, choose your group size and choose from either face to face, virtual or hybrid delivery approaches.

[An impactful and tailored learning experience for your key HR people](#)

\* CEB 2014 Research Agenda Human Resource

## MODULES

All modules can be delivered as either face to face, virtual or hybrid solutions. In addition, inter-sessional and post module small group coaching is available to support application and embedding.

### Business Partnering for Success

- The changing role of HR
- Earning trust
- Connecting HR practice to business needs

### Coaching Leaders

- Coaching as a critical skill for HR influence
- Coaching continuum – in the moment to more formal conversations
- Coaching skill practice
- Pre-conditions for success

### Thinking and Working Systemically

- Technical vs Adaptive challenges
- A framework for thinking systemically
- Peer consultation and challenge
- Application – business impact project

### Shaping Organisational Culture

- Connection between culture and business performance
- A framework for diagnosing culture
- Application – culture strategy and plan

### Building Influence and Impact

- What are the influencing conversations we need to have in HR? What gets in the way?
- Influence strategies
- Challenging conversations – framework and skill practice

### Becoming a Talent Advisor

- A wholistic view of capability – lead, lag and now indicators
- The markers of potential
- Conditions for capability growth
- The principles of good development

### Leading Organisational Change

- The structural and people sides of change
- Diagnosing the levers for change
- A process for leading change
- Managing reactions to change
- Application – change project

### Designing Organisational Systems

- The context for organisational design (linking Strategy, Business Model & Operating Model)
- The phases of organisational design
- Understanding the nature of work
- Coaching leaders through the design process
- Translating intent into effective role design

## WHY INFLUENCE FOR CHANGE?

Influence for Change are a specialist OD consultancy who work with organisations to create lasting change through leadership, talent and culture. Not only do we know HR – we also live and breathe learning program design and delivery, so you know you'll get a quality program and long-lasting outcomes.

## CONNECT WITH US

Call +61 407 343 869  
or visit [www.i4cgroup.net](http://www.i4cgroup.net)

