

# Building Organisational Capability and Performance (Strategic Tools 2)

## One-Day Workshop



### Summary

With the current economic situation, many organisations are looking to reduce costs, while still adding value. HR is increasingly being seen as the key to making this happen in practice. However, a broader knowledge and understanding of organisational strategy can make the actions required clearer. This workshop will help you to make the links from your industry and sector through to the actions that will be required within your own organisation.

It will enable you to hold more credible conversations with senior managers on organisational strategy and it will also help you to understand the actions HR may need to take to be more proactive in this area and move your organisation's current performance to achieve greater success in the future.

This workshop is aimed at HR professionals who want to take on a more strategic perspective of their role within their organisation.

### Workshop Details

The price is £450 per person. A 10% discount is offered on a second place booked and invoiced at the same time.

To book your place, please email [Shirley.Dalziel@develop.uk.com](mailto:Shirley.Dalziel@develop.uk.com), and for more information, please call Shirley on 07740 737 739

### This workshop will enable you to:

- Understand what is meant by organisational capability
- Use key strategic tools to help you identify and build on capability and performance
- Review critical success factors and your organisation's 'competitive positioning'
- Understand what is meant by intellectual and social capacity and its role in enhancing organisational capability
- Align structure, people, skills and resources to improve performance
- Develop an action plan to improve your organisation's capability and performance

### Contents will include:

- A clear explanation of what is meant by 'organisational capability' – a model to work with
- Tools and techniques to use in your workplace to improve capability and performance
- Tools to assess your organisation's intellectual and social capability
- What can and cannot be influenced by HR within your organisation to enhance capability
- A clear process and steps to enable you to analyse HR's ability to ensure the organisation's strategy is delivered
- 'Helps' and 'hinders' in enhancing success