

# develop uk

## HR Professional Development Programme for 2011/12



develop uk offers a unique programme of open workshops aimed at equipping and developing HR Professionals for the challenges of 21st century HR. Each of the workshops is available as an in-house version.

Workshop	Dates	Duration/ Location	Cost	Summary
<b>Developing as an HR Business Partner</b>	26 Jan '12 6 Mar '12 27 Sep '12	1 day London Scotland London	£450*	What makes business partnering work in some organisations rather than others? The key lessons learned. Learn how to really add value to your organisation and increase the credibility of your function.
<b>Fast Track Partnering Skills</b>	24/25 Oct '12	2 days/ London	£895*	This two day workshop draws from some of develop uk's most popular programmes to 'fast track' HR Business Partners with the essential skills and tools they need to effectively partner the business. It draws from Developing as a BP, Influential Partnering, Consultancy and Strategic Tools. It is perfect for those looking to quickly establish credibility and value with their business customers or partners who want to refresh their skills and approach.
<b>Helping Line Managers with Difficult Conversations about Performance</b>	17 May '12 13 Jun '12	1 day London Scotland	£450*	Managing performance in the line is critical for people planning and delivery - and no more so than in a challenging business environment. This workshop will enable HR professionals to plan and deliver a robust approach to working with line managers that places responsibility in the line but with HR providing support and essential back-up.
<b>HR Metrics - Demonstrating Added Value</b>	31 May '12 29 Nov '12	1 day London London	£450*	HR metrics are often under used by HR and the organisation. This workshop explores the selection, alignment and analysis of metrics and how they can be used as an effective change tool. It gives participants the added opportunity to maximise and demonstrate the value of HR's contribution to organisational success.
<b>Organisation Design</b>	23 Feb '12 3 May '12 15 Nov '12	1 day London Scotland London	£450*	This workshop is for HR professionals who want to develop their toolkit, skills and confidence around facilitating changes in organisation design. It provides tools and techniques to engage in design debates and to facilitate redesign workshops with senior managers.
<b>Organisational Development</b>	22 Feb '12	1 day London	£450*	To help HR move away from a purely transactional role, it needs to embrace Organisational Development (OD). This practically-focused workshop will help you to break through the jargon and mystique associated with OD and enable you to apply it confidently in your role

\*10% discount on second place booked and invoiced at the same time

Further information on these workshops can be found on our web site. To book places, please email [Shirley.Dalziel@develop.uk.com](mailto:Shirley.Dalziel@develop.uk.com). If you have any questions or requests please call Shirley on +44 (0)7740 737739.

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<b>Performance Management: HR's role in making it work</b>	16 May '12 12 Jun '12	1 day London Scotland	£450*	One of the key people management practices, performance management remains a powerful tool for leveraging employee contribution and engagement, and yet one which continues to challenge many organisations. This workshop provides practical support, tools and guidance on how HR can make performance management work in your organisation. From process to culture, management capability to evaluating and assessing effectiveness, it provides an ideal forum for discussion and learning with supportive experts in the field.
<b>Project Management: Practical Tools for HR Professionals</b>	9 Feb '12	1 day London	£450*	Effective project management is increasingly becoming a core skill for HR professionals. This workshop provides practical project management skills and tools bespoke for HR, to support HR professionals design and deliver strategic and tactical projects and enhance credibility with business customers.
<b>Relationship Management and Influential Partnering</b>	26 Apr '12	1 day London	£450*	This workshop explores the relationship management and influencing skills, knowledge and attitude needed by HR professionals. Content includes building rapport, personal drivers, political mapping, negotiation, advocacy and demonstrating value. There is the opportunity to explore personal relationship management and influencing challenges.
<b>Shared Services</b>	15 Dec '11 24 May '12 21 Jun '12 13 Dec '12	1 day London Scotland London London	£450*	Gain full benefits from your Shared Services. This workshop will help you to address the key issues in setting up and running a Shared Service Centre and develop a clear path of action to ensure success.
<b>Workforce Planning</b>	27 Mar '12 24 Apr '12 4 Oct '12	1 day London Scotland London	£450*	Organisations gain significant advantage if they can define their future needs and develop realistic, manageable plans to have the right people in the right place at the right time. This workshop is aimed at HR professionals who need to include workforce planning in their portfolio of skills, working with business managers and finance to deliver effective plans which add value to the business. The workshop is highly practical, includes a case study and tools, and will build confidence and capability in this key area.

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<b>Advanced Facilitation Skills</b>	TBC	2 days London	£895*	Rather than bring in consultants to facilitate major organisational events, learn the different approaches, tools and techniques of facilitation and how to overcome the most common difficulties. This workshop is packed with tools, tips and practical applications.
<b>Building Organisational Capability and Performance - HR's Role</b>	TBC	1 day London	£450*	This workshop explores what is meant by organisational capability, provides tools that HR professionals can use to identify and build on key capabilities and performance. Contents include reviewing the competitive positioning and critical industry success factors for organisations in the public and private sectors, enabling HR to align structure, people, skills and resources to improve performance and to deliver action plans.
<b>Business Consultancy</b>	TBC	2 days London	£895*	As internal consultancy takes on an increasing importance within HR, this workshop combines the internal consultancy process with the skills required to provide a first class service. It covers context, application, the consultancy process and provides practical case studies, tools and guidance.
<b>Coaching Skills for HR Professionals</b>	TBC	1 day London	£450*	Add coaching skills to your HR toolkit and further enhance your consultancy capability. This workshop will help you to use coaching techniques to help business managers and team members to solve more of their own issues and problems, whilst increasing your own personal credibility
<b>Effective Change Management &amp; Business Transformation</b>	TBC	1 day London	£450*	This workshop will enable you to understand HR's role in business transformation and change. It will help you make the practical steps required to take your organisation forward and will enable you to establish a blueprint for successfully delivering change in these challenging times.
<b>Engaging Line Managers</b>	TBC	1 day London	£450*	Transforming your HR Department is not just about changing HR. True success depends on line managers and their willingness and ability to manage their people. This workshop identifies what is required of line managers and outlines HR's role in engaging them in this process.
<b>Facilitating Strategy</b>	TBC	1 day London	£450*	HR in the boardroom: learn how to facilitate strategy development sessions with the Board. This workshop takes you through the essentials required to work with your senior team to achieve more robust strategic decision making.
<b>Creating an Impact – Image Management for HR Professionals</b>	TBC	1 day London	£450*	The image HR portrays is absolutely vital and may even determine an organisation's success and its ability to manage its people, yet is frequently ignored. This workshop will help you to personally present the image of a senior manager and to be accepted as one of their peers. We do this by reviewing the messages you portray, the impact you create and the impression you leave on others.

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<b>Lean and Corporate Services</b>	TBC	1 day London	£450*	This practical workshop is designed as an introduction to lean Corporate Services. Lean Corporate Services seeks to radically restructure into 'value streams' with the aim of streamlining processes and removing wasteful activity to improve efficiency, improve customer service and add value.
<b>Presentation Skills for HR Professionals</b>	TBC	1 day London	£450*	Hone your presentation skills. Ensure you design and deliver impactful presentations, with clear, tailored messages and a professional and influential style. Participants will receive personal coaching.
<b>Strategic Tools for HR Partners (1)</b>	TBC	1 day London	£450*	This workshop supports the aim of many HR Professionals to extend their strategic input and knowledge. We explore the context of HR roles in the strategic process, deconstruct the different ways organisations develop strategy and work through some useful strategic tools. Participants take these away to use with their organisations.
<b>Talent Management - HR's Role</b>	TBC	1 day London	£450*	Effective talent management is a key HR deliverable. Through facilitation and case studies we explore what talent management really means and provide tools and tips to develop a tailored and appropriate talent management strategy and programme.
<b>Business Partnering &amp; Transforming Corporate Services#</b>	TBC	1 day London	£450*	This workshop is aimed at professionals from across corporate services/resources teams and looks at what we mean by business partnering, the key drivers for transformation and lessons learned. We look at a range of case studies from across sectors and disciplines to review models and approaches, build success measures and deliver value based support services. It is full of valuable tips and experiences for anyone seeking to transform their function.
<b>Developing as a Business Partner#</b>	TBC	1 day London	£450*	This workshop is for aspiring or current business partners from across corporate services. We explore the role of the business partner, what it means in practice and how as business partners we can operate strategically and add value. Contents includes role definitions, key competencies, tools for ensuring success as a business partner, and key activities including building credibility, managing stakeholders and demonstrating value. Participants construct their own action and development plan.

# these two workshops are aimed at Corporate and Professional Services including HR and also colleagues in Finance, IT, Legal, Property, Procurement and other corporate service groups

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