

Strategic Partnering



From the
Jon Ingham
Strategic HR
Academy



The Need for Effective Partnering

More than 20 years on from Dave Ulrich's "HR Champions", developing a partnering approach is still the aspect of HR transformation which many organisations find most difficult to implement. In particular, HR often struggles to make the 'strategic partnering' role real. In many cases, the intended behaviours and impacts of this role never materialise. But there are organisations which are implementing strategic partnering well – it can be done.

Enrol on this course to catch-up with the latest thinking and case examples on strategic partnering. Understand the opportunities for HR Directors, embedded business partners and other HR practitioners to partner with business clients and the range of activities which can be used to create strategic value.

We will then see how these various concepts and theories can be brought today into a highly practical yet very strategic planning tool which HRDs can use for the whole organisation, and business partners for the business areas they are enabling. The tool can also be used together with business clients to co-develop a strategic approach and document this in a simple, agile way which helps HR prioritise activities on a daily basis.

Focusing on measurement and analysis helps HR improve its plans and can also help identify new opportunities for creating strategic value. The course therefore ends with the development of strategic measures and analytics for the agreed plans. Developing these plans and measures will then enable HR's success in its strategic partnering role.

The screenshot displays a learning management system (LMS) interface. On the left, a sidebar lists course topics under the heading 'Strategic Partnering with the Business'. The main content area features a video player with a thumbnail image of a man speaking, overlaid with a diagram of strategic partnering components. Below the video player is a 'Mark Complete' button. The top right corner shows the user's account name 'Admin_Account' and navigation icons.

Topic	Number of Topics
Introduction	2 Topics
Strategic Partnering with the Business	
The strategic partnering role wi...	2 Topics
McKinsey's War for Talent	
Ulrich's strategic partnering role	
Partnering in the organisation v...	2 Topics
Providing strategic value in the organisa...	
Tracking the evolution of HR pa...	4 Topics
Taking Action to Meet Strategic Needs	
Aligning the people and organisation wit...	
Developing staff and skills	
Improving systems / processes	
Modernising organisation structures / fo...	

Course Outline

Strategic partnering with the business

- The strategic partnering role within business partnering
- Partnering in the organisation value chain
- Providing strategic value in the organisation value triangle
- Tracking the evolution of HR partnering using the value matrix

Taking action to meet strategic needs

- Aligning the people and organisation with organisational outcomes
- Developing staff and skills
- Improving systems / processes
- Modernising organisation structures / forms
- Developing shared values and style
- Tailoring activities to meet organisational outcomes and principles

Planning to meet and inform business objectives

- The value matrix as a planning tool
- Case study
- Integrating workforce, talent and succession planning
- HR risk management

Involving business leaders in strategic HR planning

- Engaging business leaders in strategic HR
- Client case study (part 1)
- Planning in participants' organisations

Strategic HR measurement and analytics

- Anchoring partnering in evidence-based HR
- Problems with HR measurement
- Learning from the business strategy map / balanced scorecard
- The strategic HR scorecard
- Client case study (part 2)
- From planning to reporting
- Value chain based strategic analytics
- Strategic measurement and analytics in participants' organisations

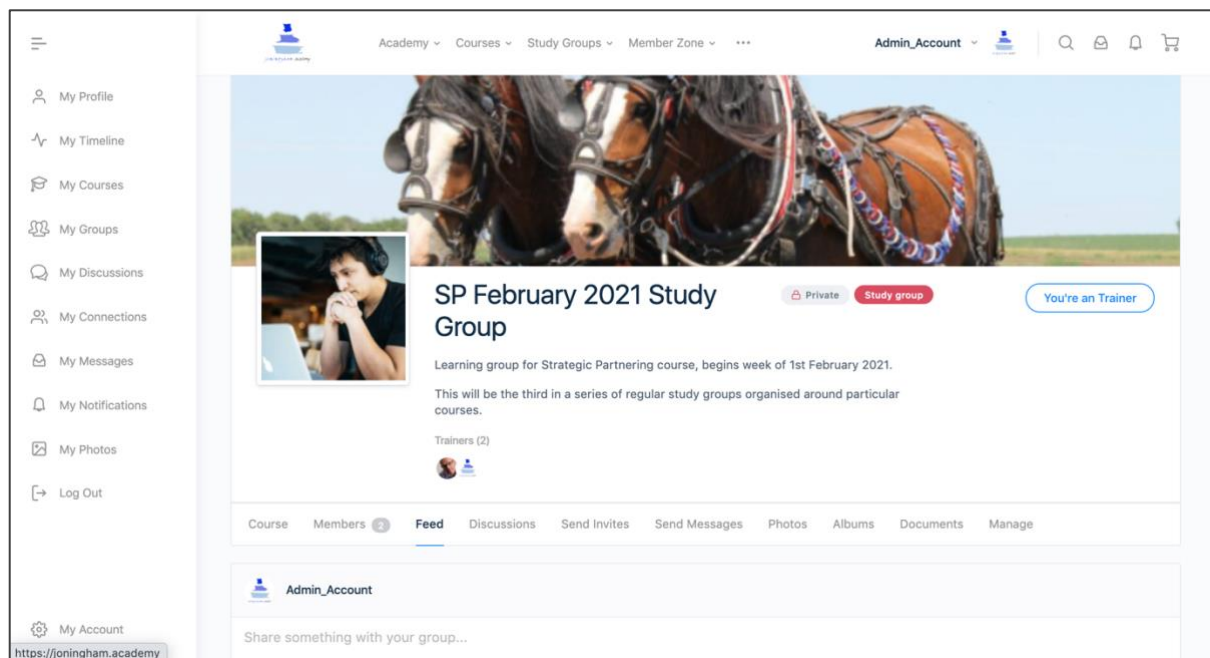
NEW study group: 6 September – 29 October 2021

The Academy's study groups are small cohorts of participants focused on a particular course. These last for about two months and are run one or more times per year for each course. Study groups provide the main basis for Q&A with Jon Ingham, and also asynchronous chat-based discussion about the course, and your own opportunities around the course with other participants.

Study groups are also supported by four Zoom calls during the life of a study group. These help members of the group get to know each other, enable us to discuss more complex issues, support activities and provide a basis for reviewing the application of content to your own organisation.

The schedule for the forthcoming Strategic Partnering study group will be:

Week	Commencing	Focus
1	6 September	<ul style="list-style-type: none"> • Orientation
2	13 September	<ul style="list-style-type: none"> • Introduction • Initial Zoom call – Overview and connections
3	20 September	<ul style="list-style-type: none"> • Section 1 – Partnering with the business
4	27 September	<ul style="list-style-type: none"> • Section 2 – Meeting strategic needs • Second Zoom call – Reviewing opportunities
5	4 October	<ul style="list-style-type: none"> • Section 3 – Planning to meet objectives
6	11 October	<ul style="list-style-type: none"> • Section 4 – Involving business leaders • Third Zoom call – Developing plans
7	18 October	<ul style="list-style-type: none"> • Section 5 – Strategic measurement / analytics
8	25 October	<ul style="list-style-type: none"> • Summary • Final Zoom call – Action planning



About the Jon Ingham Strategic HR Academy

The Academy provides online capability development which is obviously particularly relevant to support remote working during the pandemic. However, this also offers an enhanced learning experience compared to traditional, face-to-face training:

Key benefits:

- Study at the time and in the location which is most convenient for you
- Participate from anywhere in the world*, avoiding travel time and costs
- Review or fast forward content to support your own learning needs
- Share insights, experiences and plan actions within small cohorts
- Learn from other discussions taking place across the whole Academy.

Video, other learning materials and study group facilitation are provided by globally recognised HR strategist, Jon Ingham:

- Co-author with Dave Ulrich of 'Building Better HR Departments'
- Author of 'The Social Organization'
- Top Global HR Tech Influencer 2019, 2020 - Human Resource Executive (USA)
- Mover and Shaker 2019 (& 7th Top UK HR Influencer, 2013) - HR Magazine (UK)
- HRD Thought Leader - HRD Connect (UK).

Study Group Timetable

Month	Study groups
September 2021	<ul style="list-style-type: none">• Putting people first providing meaning and performance• Strategic partnering to improve HR credibility and contribution• Performance management re-engineering• Culture change - what and how• Organisation design for modern, compelling and effective working
October 2021	<ul style="list-style-type: none">• Digital transformation for HR• Employee experience to create and share value• HR transformation for creating value• Reward innovation: true transformation vs timid tinkering
January 2022	<ul style="list-style-type: none">• Wellbeing and resilience: moving beyond engagement• Business relationship management skills• Process design in both HR and the business
February 2022	<ul style="list-style-type: none">• Employer branding through organisational differentiation• Teams and teaming: high performance for the new world• Leadership and management in the new world of work

Notes: course content will be made available shortly before the relevant study group.

Courses cost £298 GBP including optional participation in a study group. All course fees include ongoing Silver membership providing access to all non-course learning resources in the Academy.

Find more information and enrol at www.joningham.academy

Or contact admin@joningham.academy

Follow the academy on LinkedIn for updates and general insights at www.linkedin.com/school/jon-ingham-strategic-hr-academy

