

# JON INGHAM STRATEGIC HR ACADEMY

Discover more about upcoming Strategic HR Academy programmes running during the rest of 2021. All programmes consist of a course containing about 10 hours of content and are available for you to take at any time. However, each course can also be taken as part of a study group spanning over 2 months enabling you to learn alongside other HR practitioners - check the dates.



*Building strategic HR capabilities to transform people, organisations and business management.*

HR is playing an ever more important business role. The profession has done a generally brilliant, if reactive and operational job leading organisations through the pandemic (even if this is not always recognised). However, leading out of and beyond the pandemic is going to require smarter, more innovative approaches. This means HR organisations and professionals need to upskill their strategic capabilities like never before.

Train with the Strategic HR Academy and experience the same quality learning as the face-to-face training Jon has traditionally delivered but this is now 'flipped' to optimise your time and minimise its cost.

## **CULTURE CHANGE\***

£298.00

NOW OPEN, JOIN BY 1 OCTOBER, STUDY GROUP RUNS THROUGH TO 12 NOVEMBER 2021

The word culture is now so over-, mis- and abused that it is often best to avoid it - there are other ways to describe what needs to be changed. This session explores both the range of opportunities available to change a 'culture' and how the appropriate actions can best be implemented.



*Culture Change: What and How*

## **ORGANISATION DESIGN**

£298.00

OPENS 27 SEPTEMBER, JOIN BY 8 OCTOBER, RUNS THROUGH TO 19 NOVEMBER 2021

Learn how to use traditional and modern opportunities for organising, including Agile, Holacracy, communities, networks, ecosystems, platforms and distributed autonomy (DAOs). Apply the right forms and other elements for your organisation.



*Organisation Design for Modern, Compelling and Effective Working*

## **DIGITAL TRANSFORMATION\***

£298.00

OPENS 4 OCTOBER, JOIN BY 15 OCTOBER, RUNS THROUGH TO 26 NOVEMBER 2021

The pandemic saw organisations leap forward in using digital technologies. However, most companies have only just begun to make a full digital transformation and the future of work still lies ahead. Learn what HR needs to do to navigate this change.



*Digital Transformation for HR*

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## **PUTTING PEOPLE FIRST\***

£298

11 OCTOBER - 3 DECEMBER 2021

People are now so important to organisation success that we must build strategy with people and around people. This programme explains the approach and why it provides the future basis for HR.

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## **STRATEGIC PARTNERING**

£298

18 OCTOBER - 10 DECEMBER 2021

Partner with business clients by creating bespoke organisation capabilities that support and offer new opportunities to a business or business unit. Practice using an informal planning framework to embed the approach in your daily activities.

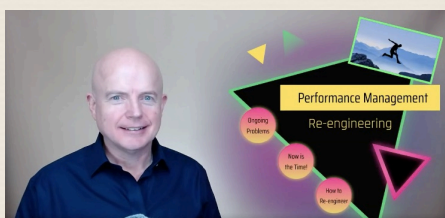
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## **PERFORMANCE MANAGEMENT**

£298

25 OCTOBER - 17 DECEMBER 2021

Learn why many organisations have now transformed performance management and what they have done. But avoid copying this new 'best practice' and develop a best fit approach for your own business.



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## **EMPLOYEE EXPERIENCE\***

£298

11 OCTOBER - 3 DECEMBER 2021

Whether your aim is to help employees deliver for the business, or the business to help employees meet their needs, this course explains how you can best listen to employees' expectations, understand their moments that matter and transform their experiences.

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## **HR TRANSFORMATION**

£298

18 OCTOBER - 10 DECEMBER 2021

HR needs to organise appropriately to deliver the changes required in the Academy's other courses. Understand the range of options starting with the Ulrich model, through the use of consulting / agile teams, and including a more networked / digital approach.

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## **REWARD INNOVATION**

£298

25 OCTOBER - 17 DECEMBER 2021

If there is one area of HR that has not yet been transformed, it has got to be reward - but this does now need to change as well. Review how reward can work differently and identify how to redevelop your own reward strategy.



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# 2022 PROGRAMMES

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## **WELLBEING AND RESILIENCE\***

17 JANUARY - 10 MARCH 2022

## **BUSINESS RELATIONSHIP MANAGEMENT\***

24 JANUARY - 17 MARCH 2022

## **PROCESS DESIGN:**

31 JANUARY - 24 MARCH 2022

## **EMPLOYER BRANDING\***

7 FEBRUARY - 31 MARCH 2022

## **TEAMS AND TEAMING\***

21 FEBRUARY - 14 APRIL 2022

## **LEADERSHIP AND MANAGEMENT\***

28 FEBRUARY - 21 APRIL 2022

*\* new courses will be launched before the start of the relevant study groups*