



*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.

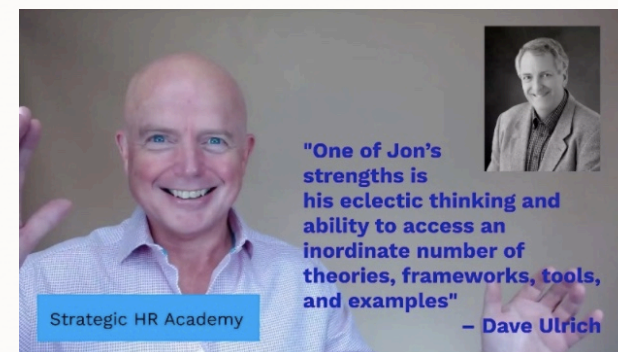
# JON INGHAM STRATEGIC HR ACADEMY

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.

## **STRATEGIC PARTNERING** £298.00

OPEN NOW, JOIN BY 25 OCTOBER, RUNS THROUGH TO 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.



## **HR TRANSFORMATION** £298.00

OPEN NOW, JOIN BY 25 OCTOBER, RUNS THROUGH TO 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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## **PERFORMANCE MANAGEMENT**

£298

OPEN NOW, JOIN BY 1 NOVEMBER,  
RUNS THROUGH TO 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. The course focuses on opportunities to transform performance management, taking you through new practices and case studies in this area. Review what specific changes in your own performance management system will make sense in your organisation.

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Academy Study Groups provide two months of social learning plus small group support from a renowned HR expert and everything you need to make a significant strategic HR impact.

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## **REWARD INNOVATION**

£298

OPEN NOW, JOIN BY 1 NOVEMBER,  
RUNS THROUGH TO 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. THE Reward Transformation programme will look at new opportunities to transform reward and will then point to possible approaches to implementing them and managing significant change. Learning will be supported by case studies of emerging practice in leading organisations around the world.

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The first week of each study group is all about orientation and the following week we start the course introduction.

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# LEARNING PROGRAMMES

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Coming up ... 2022

**PROCESS DESIGN**

**ORGANISATION DESIGN**

**JOB DESIGN**

**CULTURE CHANGE**

**PUTTING PEOPLE FIRST**

**EMPLOYEE EXPERIENCE**

**WELLBEING AND RESILIENCE**

**DIGITAL TRANSFORMATION FOR HR**

**EMPLOYER BRANDING\***

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