



Jon Ingham Strategic HR Academy - Study Groups

Each Academy programme consists of a course containing over 10 hours of content that is 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.

Courses cost £298. Study groups and other social learning within the Academy are provided at no further charge.

Our recommendation is to buy and take a course when you want to learn and use the content, and then join the relevant study group when it runs as a means to reinforce and further develop your earlier learning from the course.

Here are dates of upcoming study groups...

PROCESS DESIGN **RUNS FROM 29 MAY 2023 (JOIN BY 9 JUNE)**

Redesign your own HR and organisation processes and facilitate the development of better processes with your business teams to improve both effectiveness and employee experience.

WORK AND JOB DESIGN **RUNS FROM 29 MAY 2023 (JOIN BY 9 JUNE)**

Reinvent work and jobs (the why, what, how, who, where and when of work) to improve business productivity and your employees' quality of working life.

PERFORMANCE MANAGEMENT RE-ENGINEERING **RUNS FROM 29 MAY 2023 (JOIN BY 9 JUNE)**

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.

REWARD INNOVATION **RUNS FROM 29 MAY 2023 (JOIN BY 9 JUNE)**

Everything has changed and reward now needs to do so too. Explore new opportunities to transform reward as well as possible approaches to implement and manage these changes.

HR & COMPETITIVE ADVANTAGE **RUNS FROM SEPTEMBER 2023**

Gain deeper theoretical as well as practical insights into how HR can be truly strategic and why prevailing ideas about strategic HR condemn HR to remain a support function.

PUTTING PEOPLE FIRST **RUNS FROM SEPTEMBER 2023**

Refocus HR for the 2020s by implementing fully people-centric (whilst still highly strategic) HR activities which provide experience, autonomy and transformation.

ORGANISATION DESIGN **RUNS FROM SEPTEMBER 2023**

Learn how to select from and tailor organisation design options aligned to business strategies and to provide a compelling work environment.

STRATEGIC PARTNERING **RUNS FROM SEPTEMBER 2023**

This programme provides a simple but highly strategic approach and toolkit you can use to improve HR's approach and impact.

HR TRANSFORMATION **RUNS FROM SEPTEMBER 2023**

Identify an appropriate HR operating model and transform in a way that will create more value and substantially increase HR's impact within your organisation.

<https://joningham.academy>



The Strategic HR Academy is a new digital platform-based learning community providing open training programmes focused on different aspects of strategic and people-centric HR, all provided online.

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Strategic HR Academy

The academy offers an effective learning experience:

- Deep and extended learning designed to make a real difference to your understanding
- Quality course content, ongoing discussion and activities to think through application in your own organisation
- Flipped learning, enabling you to study mainly in your own time
- Situated within a bespoke learning academy focused on strategic HR
- Learning from a globally recognised HR strategist
- Insights based on decades of work as an International HR Director, Consulting Director, Keynote Speaker, Co-Author with Dave Ulrich, etc
- All the concepts you need to understand to be truly strategic



**THE JON INGHAM
STRATEGIC HR
ACADEMY**



Jon Ingham, Academy director, trainer and learning facilitator

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