Aligning HR and Business Strategy

Optimizing the impact of HR practices on business results
Why Choose Queen’s IRC?

Queen’s IRC focuses on developing and delivering human resources (HR), labour relations (LR) and organizational development (OD) programs for busy practitioners.

- 85 years of evidence-based and practitioner-focused training
- In-person, virtual and custom programs available
- Coaching from industry leaders with real-world experience
- Certificate-based programs in HR, LR and OD
- Practical simulations and tools that apply to your work environment
Aligning an organization’s human talent directly to the organization’s objectives and strategy provides an unrivalled competitive advantage in today’s global environment. To optimize the engagement and capability of everyone in the organization, human resource professionals must design and foster an employee culture that directly aligns HR practices with organizational goals and actively contributes to the bottom line.

Learning Objectives

- Align and deliver HR practices that directly impact your organization’s revenue growth and cost management initiatives
- Support your organization’s risk management strategy by identifying how HR practices play a key role in managing and mitigating business or organizational risk
- Understand and be comfortable with the numbers that underlie business decisions. Numbers are the “language of business”. You will learn to develop and implement practices that contribute to specific and sustainable financial results
- Develop the mindset, understanding and language that are critical to earning the respect and endorsement of senior business-line executives
- Optimize HR strategies and practices to create a positive employee culture that’s focused on and ready to contribute to organizational goals

Organizational Benefits

- Key HR practices that align with and contribute to successful business strategies
- Greater knowledge of key issues and decisions that drive successful initiatives
- Tools and resources to design, articulate, implement and measure the impact of successful HR solutions
- Effective collaboration between HR professionals and senior team leaders
- A motivated and talented team working together to build competitive advantage and business success

Takeaway Tools

- Diagnostic and business analysis tools to engage an HR team’s business leaders in a relevant and proactive manner
- Case studies, exercises and business analysis frameworks that can be used in your environment with your HR teams to transfer the concepts and learning into your organization.
- Relevant, updated reading list for reference by participants post-workshop

Program Details

2 Credits

Date, Location and Fee

For information on program dates, location and fees, visit: https://irc.queensu.ca/linking-hr-strategy-to-business-strategy/

Program Delivery

In-person and virtual

For information on in-person and virtual programs visit our FAQ page.

Registration

For information on registration, payment and discounts:
call toll-free: 1-888-858-7838
e-mail: irc@queensu.ca or visit our FAQ page.

To register for a program visit our registration page

Who Should Attend

HR professionals in the private and public sectors with 5-10 years of experience in the HR field and a good working knowledge of primary HR disciplines
Program Overview

Our module-by-module overview introduces the topics that will be explored in depth over the course of the program.

**MODULE 1**

**Strategy and Business Value: Connecting HR Value to Business Results**
- Define strategy and how it applies to your world
- Learn about the mindset of a business and organizational leader and how to connect HR value to their strategies and goals
- Link your HR strategy to your organization’s business strategy

**MODULE 2**

**Numbers are the Language of Business: Understanding and Using Numbers to Optimize Results**
- Understand and apply “The Balanced Scorecard”
- Learn the balancing of revenue, cost and risk strategy
- Connect with senior organizational executives using their language and supporting their strategies

**MODULE 3**

**Accelerating the Impact: “Selling” the Value of HR**
- Work with senior executives and program sponsors to show and capture the full value of HR initiatives
- Understand and create a “business case” for new initiatives
- Develop, present, and receive feedback on a “real world” HR program or change initiative you will present to your senior executive team

**MODULE 4**

**The Bigger Picture: Priorities and Planning for Greater Impact**
- Discover how strategic internal relationship development can have the greatest reach and impact in your organization
- Collaborate with a team of your peers to develop a relevant, business-focused HR strategy in a final complex case study, and present it to a senior executive team for immediate feedback.
Jim Harrison (Lead Facilitator)

Jim Harrison is an international consultant and facilitator focused on strategy, sales and talent management for mid-sized to large organizations, including government, public service and healthcare organizations.

Jim started his career in financial services, working as a money trader for RBC/Dominion Securities. He has over 30 years’ experience in consulting, training, and executive coaching. He works with clients in North and South America, Europe, Australia, and Asia, and regularly facilitates strategy and training sessions for such well-known companies as IBM, Accenture, PwC, KPMG, Deloitte, Fuji, AGFA, TD Bank, AT&T, Deutsche Bank, and HSBC.

Jim received his B.Sc. degree in Finance from Florida State University and a Master’s Degree in English from the University of California, Irvine. He has been married for over 30 years to Arlene Vandersloot, a midwife and therapist, and they have four awe-inspiring children.

Kendra Hajek (Lead Facilitator)

Kenda Hajek has worked extensively with global clients to design, facilitate, and manage programs focused on selling to the C-Suite, leadership, communications and business development for the past 20 years.

Prior to founding her company, Kendra was a senior client manager for a boutique consultancy and was responsible for numerous global accounts. She has extensive international experience, having worked with clients across the U.S., Europe, Asia-Pacific, Africa, and Latin America. Kendra has also worked across a diverse range of industries including professional services, IT consulting, medical device manufacturing, industrial products manufacturing and distribution.

With a degree in Management, Kendra spent her early career assisting small businesses with post-merger integration in the oil industry.

The roster of facilitators and speakers may change. We will do our best to keep you informed of program changes.
Building Better Leaders