

# Strategic Human Resource Management Series

## *Aligning Your People Strategies with Your Business Strategies*

**Does your workforce have the skill sets necessary to achieve current and future business goals? How do HR initiatives affect the organization's bottom line? Are your future leaders, and not just those in C-suite, already in your company?**

These are just a few of the issues that leadership and HR must address together to enable organizational vision to come to fruition. They are strategic issues that require thoughtful planning, implementation and monitoring. Executing them well can make all the difference between mediocrity and organizational excellence. Slippery Rock University's Strategic Human Resource Management Series will help you tackle the critical issue facing your organization in the dynamic, global economy.

These modules focus on learning best practices, evaluating current programs and developing action plans for implementation and follow up that directly support business plans. The sessions will employ action learning, case studies, individual coaching, and small group discussions.

### ***Strategic Planning***

Tuesday, September 22, 2009 – Slippery Rock University (200001:269)  
Wednesday, September 30, 2009 – Four Points Sheraton Pittsburgh North (200001:270)

Strategic planning is essential for today's human resource professionals. Just having an HR philosophy of service to the organization is not enough. HR's focus must remain on the organization's business plan. Strategic HR planning encompasses strategy, department operations, prioritization of initiatives that link to business strategy, a marketing plan, and a budget that supports these efforts. This program will show HR professionals how by using a structured approach these components work together to produce desired outcomes from the HR function and what their overall impact is on organizational results.

### ***Workforce Planning***

Wednesday, October 21, 2009 – Slippery Rock University (200002:271)  
Wednesday, October 28, 2009 – Four Points Sheraton Pittsburgh North (200002:272)

The right people, the right place, the right time - a tagline we often hear and aspire to. It takes planning to identify, develop and acquire the talent needed to achieve future business objectives. Workforce planning is becoming a top priority in many organizations to ensure the right talent is readily available when needed. During this program, you will be introduced to a workforce planning framework that you can use to identify your organization's future talent needs as well as strategies to create a readily available talent pool.

### ***Succession Management***

Tuesday, November 17, 2009 – Slippery Rock University (200003:273)  
Tuesday, November 24, 2009 – Four Points Sheraton Pittsburgh North (200003:274)

Businesses must take proactive steps to plan for future talent needs at all levels. Those that don't will face certain disruptions, and even disasters, when key employees retire or are lured away by competitors. Many organizations have already felt the effects of an aging workforce as increasing numbers of experienced employees retire, taking with them not only the capacity to do the work but also the accumulated wisdom they have acquired over the years. This serious loss of valuable institutional memory has made it apparent that no organization can afford to be without a strong succession program. HR professionals must gain consensus from company leadership on the required competencies for organizational success along with development plans to grow those competencies. During this program, you will learn how to develop company-wide, departmental and individual competencies, identify candidates for key positions and establish development plans.

These programs may be taken individually for specific skill development or as a series. All programs will be held from 8:30 AM to 4:30 PM. Each program is approved by Slippery Rock University for 6.5 contact hours (.65 CEU). HRCI recertification credit submitted; approval is pending. Facilitators include: Robert W. Courson, II, SPHR, Laura M. Magone, MBA and David M. Wilke, CPA, MBA.

### ***Performance Management***

Tuesday, December 15, 2009 – Slippery Rock University (200004:277)  
Tuesday, December 22, 2009 – Four Points Sheraton Pittsburgh North (200004:278)

Human resource departments today are being called upon to make greater, more measurable contributions to their organization's bottom line. Few HR initiatives are seen to contribute more to an organization's productivity and profitability than a comprehensive, effective performance management system. It's important to remember that a performance management system is more than a performance appraisal. An integrated, strategically aligned system guides employee contributions and continuously advances organizational capabilities. During this program, you will identify strategically aligned competencies and ways in which you can integrate them into a performance management system.

### ***Managing Change***

Tuesday, January 19, 2010 – Slippery Rock University (200005:280)  
Wednesday, January 27, 2010 – Four Points Sheraton Pittsburgh North (200005:281)

The many economic, competitive and global factors that influence how organizations conduct business are constantly changing and evolving. The ability of HR Professionals to understand these influences on their organization and to respond to and adapt to these changes is critical for long-term growth and survival. This program discusses change as a political process driven by individuals and leaders within the organization who emerge as change agents. Topics include Analyzing the Change Environment, Identifying Change Opportunities and Developing an Agenda for Action.

### ***Finance Essentials for the HR Professional***

Tuesday, February 16, 2010 – Slippery Rock University (200006:282)  
Thursday, February 25, 2010 – Four Points Sheraton Pittsburgh North (200006:283)

Financial statements are the heartbeat of any organization. Many managers in nonfinancial positions are familiar with budgets but less familiar with financial statements and their relationship to budgets. This program will help HR professionals increase their understanding of these tools and build an appreciation for the financial impact of their business decisions. Participants will learn key financial and accounting terms and principles, use financial statements to analyze an organization's overall financial performance, identify the factors influencing a company's cash flow and profitability, and prepare a departmental budget that supports business goals and objectives.

**Price: \$249 per program includes materials and lunch**

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***When registering online, use Promo Code: SHRSP to receive the discount.***