

Summary:

Transforming your HR Department so it operates as a credible and valuable partner to the business is not just about changing HR itself. True success depends on line managers and their willingness and ability to manage their people. In your organisation, does people management capability vary? Is people management always fully owned by managers or is it sometimes seen as 'something that HR should do'? Is the contribution HR can make always understood?

This workshop identifies what is required of line managers if success is to be achieved through effective people management, outlines HR's role in engaging and partnering managers in this process and explores what might be helping or blocking managers from fully owning people management – whether within the business or HR itself.

This workshop is aimed at Business Partners and any HR professional who wishes to engage line managers in their organisations in the benefits of people management and who wishes to partner the line to ensure that 'ownership' of people management lies in the right place to deliver business success.

This Workshop Will Enable You To:

- Understand the link between good people management and high performance
- Explain what is meant by 'employee engagement' and provide evidence to the senior management team
- Assess the extent to which managers are able, willing and allowed to change
- Recognise the need for role clarity and simple HR processes
- Provide appropriate remedies and solutions to barriers to change
- Work in partnership with the line to enable them to better manage their people

Contents Will Include:

- The role of line managers in managing their people
- Maximising employee engagement - the role of HR and the line
- The link between people management and high performance
- Transfer of ownership of full people management to the line - recontracting
- Ensuring people are 'willing, able and allowed' to change
- Simplifying processes and roles
- Outline content and process for a management development programme
- A simple model of change and planning the transition
- Embedding people implications within the business planning process
- Handling line manager resistance to change
- The importance of senior management sponsorship
- Development of an action plan to implement learning

Workshop Details:

The price is £480 + VAT (570 Euros) per person. Discounts are available for multiple bookings.

To book your place, please email Karen.Morrison@develop-global.com, and for more information, please call Shirley on +44(0)7740 737739.