

Advanced Human Resource Executive Program

The premier program for HR leaders

Designed for:

- Senior HR executives and general managers who realize the importance of HR to business success
- HR professionals from large firms who have senior HR responsibilities
- Senior HR executives from midsize and smaller firms
- General managers who want to use HR investments to deliver organizational goals

Takeaways

This program will substantially enhance your knowledge and competence to perform your dual roles as a member of your senior management team and as a leader of the human resource function. During the program, you will learn how to use HR practices to deliver business strategy, create a leadership agenda and strategy for the HR function in your firm, and understand how to innovate, align and integrate HR practices that add value to investors, customers and employees.

Learning Experience

Led by “gurus” from Michigan’s world-renowned HR faculty, our pre-eminent HR program offers a complete immersion in leading-edge thinking and doing in human resources, with a focus on the strategic role of HR in achieving business objectives and competitive advantage.

During two intensive weeks, you will interact closely with top researchers and thought leaders in the field of human resource management, as well as your peers from other leading organizations.

Program Focus

WEEK 1: Participating and Contributing to the Management Team and Driving Business Results Through HR

Delivering Value Through HR

- Changing roles for HR professionals

Developing Effective Business Strategy

- Creating and prioritizing strategic goals and agendas

Driving Business Strategy Through HR

- Amplifying HR’s impact on business results

Optimizing Global Competitiveness

- Organizing to enter global markets
- Balancing multinational and business cultures

Building the Competitive Culture

- Becoming both the guardian of existing mind-sets and the champion of new mind-sets inside and outside the organization

Measuring HR Effectiveness

- Creating the right HR metrics for the workplace, workforce and HR function

WEEK 2: Preparing a Leadership Agenda for the Human Resource Function

Assuring Talent Management

- Defining a talent management agenda that delivers results

Creating Leadership Brand

- Shaping a leadership agenda for your company
- Setting a vision for HR

Transforming the HR Function

- Determining who does what and where they do it

Managing System Change

- Facilitating the processes of change to increase the speed with which the organization’s systems adapt

Since 1987, Michigan has co-sponsored the world’s largest and most profound study of competencies for HR professionals. With over 40,000 respondents from around the world, we know what it takes for HR to deliver value to the business. In addition, faculty have written over thirty books, hundreds of articles and have consulted companies around the world.

Note: This program is by application only.

Implementing Effective HR Practices

- Meeting the strategic needs of the business
- Managing from the outside in
- Building HR practices to meet customer and investor expectations
- Shaping a personal agenda
- Developing a personal agenda for change

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