

Human Resource Executive Program

Preparing HR professionals to deliver value to internal and external constituencies

Designed for:

- HR managers responsible for establishing policy at the corporate or divisional level of major firms
- Policy-making heads of HR at midsize or fast-growing smaller companies
- HR professionals seeking to refine and develop their HR skills

Takeaways

This program will show you how to understand and apply innovative HR concepts to deliver value to investors, customers, employees and line managers. You will acquire personal and professional skills in strategic contribution, personal credibility and HR mastery, and return to work with tools to translate a customer-focused brand into employee behaviors and organization culture, plus best practices in talent evaluation, performance management and workforce metrics.

Learning Experience

This two-week program offers an intensive immersion in understanding and acquiring the competencies of effective HR management, with a focus on using HR to deliver value to the organization's internal and external constituencies. Senior members of Michigan's world-renowned HR faculty teach the course, which blends lively lectures and classroom discussions with group projects and peer networking experiences.

Program Focus

Week 1: Transforming the HR Function into a Contributor to the Business

Strategic Planning

- Latest issues in formulating strategic plans

HR Value Proposition

- The nature of value: responding to a changing world
- Stakeholders of HR value: employees, line managers, customers and investors

Strategic HR Management

- Turning corporate strategy into HR priorities
- Organizational diagnosis and building organization capabilities

The HR Scorecard

- Preparing a scorecard to track performance of the workforce and the HR function
- Building an HR dashboard

Week 2: State of the Art Theory and Practice in HR Management

Developing Talent

- Building a model of strategic talent requirements
- Investing in talent management strategies

Ensuring Leadership

- Creating a leadership brand
- Diagnosing and investing in next-generation leaders

Implementing Change

- Strategies for change
- Learning how to assimilate change as a new identity

Performance Management Systems

- Measuring key performance indicators
- Emerging trends in reward systems
- Linking reward systems and strategy

Organization Design

- Trends and trade-offs
- Optimizing the matrix structure

Mastering What Really Works

- Ensuring execution and reducing costs
- Shaping a culture that utilizes everyone's talents productively

Current Issues

- Targeted selection
- Talent management
- Globalization and cross-cultural HR



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Note: This program is by application only.

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