

The HR Scorecard Training Programme

Introduction

Virtually without exception organisations identify their staff as their most important asset. Organisations recognise that human capital is the foundation of their value creation — various studies have shown that up to 85 percent of an organisation's value is based on intangible assets. Yet the asset that is most important is often the least understood, least prone to measurement, and, hence, least susceptible to management. The HR Scorecard is built on the proven Balanced Scorecard model, it develops the organisation's HR Architecture—the HR function, the HR system, and strategic employee behaviours—that relentlessly emphasises and reinforces the implementation of the organisation's strategy. The HR Scorecard shows how to link HR's results to measures that managers and executives understand and respect.

Objectives

At the end of 2 day training programme delegates will understand and be able to:

- > Describe the structure and typical business content of a Balanced Scorecard.
- > Create a Strategy Map and identify the HR deliverables for their organisation.
- > Develop and align the HR Architecture with the HR deliverables
- > Design the HR strategic measurement system
- > Define an implementation plan for an HR Scorecard

Course Content

- > Balanced Scorecard structure and 4 perspectives
- > Cause and effect — performance drivers
- > Strategy Maps and strategic themes
- > Translating strategy into operational objectives
- > Business Unit, Functional, Support and Personal Scorecards
- > Identifying HR deliverables from the strategy map and scorecard
- > Defining and aligning the HR Architecture—function, system and deliverables
- > Measurement and target setting
- > Measuring HR alignment
- > Making the case for HR investment
- > Developing and implementing an HR Scorecard—with and without a corporate Balanced Scorecard
- > Managing the Change

Who should attend?

The course is for HR Executives, managers and professionals who want to know more about the value of an HR Scorecard and how it can be developed and implemented. The course is for a maximum of 15 people.

Duration

The course is for in-house delivery only and takes place over 2 days.

Coaching

To help delegates apply their new knowledge and skills to developing an HR Scorecard for their organisation a coaching programme for individuals or teams can be established.

Further information and bookings

Further details can be obtained from Denis Mahoney at Business Transformation (Training and Coaching) on +44 1903 784783 or +44 7766 333294 or via email sales@business-transform.co.uk