



HR Skills Development Series

Are you finding that your HR Business Partnership model is not quite working as you wanted? Is it difficult to pinpoint exactly what needs to be done to make HR a business success?

Recent research* has highlighted that **HR lacks the critical skills for success** and is **unprepared for the future**. Given our experience in working with a range of HR teams and individuals over a number of years, this has not come as a surprise to us at CourageousHR. We recognise that **HR needs to have the courage of its convictions** to demonstrate to organisational leaders that working in partnership with HR will deliver sustained competitive advantage.



The *HR Skills Series* is a suite of development modules (supported by coaching from CourageousHR) based on our own HR Competencies Framework. These modules are designed to **help HR Professionals and HR Teams** develop the critical skills, techniques and confidence to **become excellent 21st Century HR Professionals**.



The structure and content is geared to help delegates

- Develop a good understanding of the importance and relevance of the HR competencies needed to succeed and explore the professional and role implications.
- Build on their existing HR knowledge and experiences to refine and sharpen their core competencies as well as introduce them to new practices and techniques.
- Practice their new skills through role play, course based coaching and open forums.
- Embed their learning in the workplace through the application of bespoke skills based toolkit.



The HR Skills Series of Development Modules includes the following topics

- **Courageous leadership** - the core competency, it stands for having a clear sense of what you can contribute and a willingness to consistently live this out.
- **Business acumen**
- **Customer focus**
- **HR Professionalism**
- **Innovator**
- **Results driven**
- **Building relationships**

* Bershin & Associates "The High-Impact HR Organization: Top 10 Best Practices on the Road to Excellence." Jan 2011

To find out more about the *HR Skills Development Series* please email enquiries@courageoushr.com to arrange a call to discuss your specific programme needs.



What makes us different to other HR Training providers

1. We have a track record of delivering HR training and development material to global companies and international delegates at all levels within HR
2. We create and own all of our material which is both academically sound and practical enough to be used immediately in the workplace
3. Our material is skills based which has already been tried and tested in other organisations
4. Our experts are all HR professionals who bring real examples and experiences to our HR training and development
5. We work in partnership with you to embed delegate learning. We know that real change starts after the formal learning has finished and we will support you to deliver that.



How we can work together

Our HR training and development courses have been tailored to be highly accessible with a number of ways for you to benefit from using CourageousHR;

- **Consultations;** One to one individual sessions focusing on individual development. The perfect opportunity to receive quick, focused learning.
- **Seminars;** From one to five hour sessions which can be delivered either face to face, over the telephone or via the web. A great way to deliver practical skills during a conference or regular meeting.
- **Workshops;** Usually two or three days, workshops are a great way to ensure that a whole team can learn some practical skills whilst team building.
- **Programmes;** A series of workshops over a period of months, programmes are a great way to develop new skills when a team or function is going through a transformation.
- **Ongoing Development;** A range of team and individual training, workshops, coaching and other interventions, delivered over a longer period of time. An excellent way of increasing the overall level of skills and knowledge in your whole team.



The feedback that we get from our clients is so good and we are so confident that we will deliver great training for you, that we offer a 100%, quibble free, money back guarantee.

About courageoushr

At CourageousHR we work with HR Professionals to guide and inspire you and your HR Community to move from being 'followers' to leaders. We bridge the gap between academic vision and consulting rhetoric to help you unlock your potential.

Our passion and thinking comes from our experiences, research and a belief that 'tomorrow doesn't have to be the same as today'. Our reach is global and we happily work with clients throughout the world and across a wide range of industries.