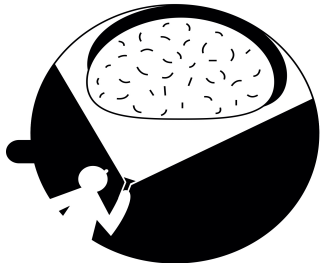


## HR Professional - Moving from a tactical to a strategic mindset



Making a strategic contribution as an HR professional is still a challenge for many individuals. Moving from being a great tactical HR partner who can solve today's problems, to becoming a strategic partner who can solve the problems of the future is one of the most difficult transitions to make. This is because over the years we have trained our brains into tactical habits of thinking. This serves us well in the early parts of our career but those tactical habits become embedded, making them hard to shift.

Many courses that promise to help make this shift look at case studies and role models for strategic thinking, but they don't focus on how *you* need to change your mindset and understand the brain to make this crucial transition.

### The programme

Our programme uses an understanding of neuroscience to show you how to make the mental and behavioural shifts to move from tactical to strategic in your HR role.

We do this through a combination of:

- Understanding the difference between activating the tactical and the strategic thinking areas of the brain.
- Building skills in the key elements of strategic thinking - including business acumen.
- Cultivating an understanding of mindset and how to change it .
- Building your confidence to act from strategic insight.

### Delivery

We have many years experience of working with HR professionals on brain-based learning and the acceleration of personal change.

In this programme we have taken that knowledge and applied it to designing an accessible and practical programme which accelerates personal development through, **interactive webinars** (so anyone can take part from around the world) **one to one coaching, action learning**, a **designed for HR business acumen** on-line programme and additional **materials** for those who want to delve deeper. The programme takes place over 8 months to give time for embedding new ways of thinking and working.

### The details

The programme starts with a **kick-off webinar** designed to introduce you to other participants, introduce the learning technology and the coaches. We will help you to get the most from the programme by sharing research about how the brain learns and changes behaviour and the implications for studying and applying your insights on the programme. We will also give you an overview of the programme and how you can meet your goals.

**The strategic mindset self-assessment:** Each participant will undertake a self-assessment to help them raise awareness (how tactical / strategic are they currently being) and set goals.

Each month you will receive **on-line materials** including videos, practical tools and exercises designed for you to use with your team, clients or with your action learning set.

You will also have six, one to one coaching sessions, focused on applying your new knowledge in your role, making personal change and building confidence to behave more strategically. The first coaching session will review your self-assessment and your programme goals. You will also look for opportunities to use your insights from the programme, back at work, in your organisation.

### **Programme content delivery**

As well as the on-line content each month you will attend a webinar. The on-line content and webinar themes will be:

**Month 1.** How the brain keeps you tactical and how you can access the 'strategic brain'. The science of being strategic. Changing mindset and creating new behavioural habits.

**Month 2** Being mindful, confident and courageous. Practical steps to being more confident, challenging and knowing your purpose.

### **The tools for thinking strategically :**

**Month 3.** The business acumen programme and commercial thinking.

**Month 4.** Understanding your self and others, developing deep mentalizing capacity.

**Month 5.** Reframing how you look at situations.

**Month 6.** Shifting attention to strategy. Updating your self-perception, beliefs and capacity.

**Month 7.** Leading strategically. Helping others approach situations strategically, including using behavioural nudges.

**Month 8.** Wrap-up webinar to celebrate the changes you have made.

Over the months you will **work with your coach** to apply your learning at work.

You will also be part of an **Action Learning Set** which meets via a technology platform at least every 2 months. You will discuss your learning, practice using the tools, learn from the experience of your colleagues and support each other.

### **Who is this programme for?**

The programme is open to any HR professional who wants to adopt a more strategic approach to their role. The programme is particularly useful for **HR business partners** and **L&D professionals** as well as **consultants and coaches**.

We recommend small groups attending the programme together but can equally ensure individuals have a good experience.

### **The investment**

The **programme investment is £3390 per person plus VAT**. This includes webinars and on-line materials, six one to one coaching sessions, setting up and supervising action learning sets, and life long access to our HR business acumen programme.

**Timing**

The programme will start the week of the **6<sup>th</sup> November 2019** and complete the **end of July 2020**. See the timetable below.

To join the programme you can make a payment [in this link](#) .

If you have questions call or email [janhills@hhab.co.uk](mailto:janhills@hhab.co.uk) +447766805552.

**Early bird offer**

People who have fully paid for the programme by 6<sup>th</sup> October will receive a free copy of our book Brain-savvy Business on receipt of your postal address and fee.

We can also provide a bespoke programme in-house, ask for details.

**Timetable for the 2019 /20 programme**

| <b>Activity</b>                                             | <b>Date</b>                        |
|-------------------------------------------------------------|------------------------------------|
| Kick-off Webinar                                            | Wed 6 <sup>th</sup> November 2019  |
| <u>Module One</u> – The Tactical Brain                      | Wed 4 <sup>th</sup> December 2019  |
| ACTION LEARNING SET                                         | Wed 11 <sup>th</sup> December 2019 |
| <u>Module Two</u> – Being Mindful, Confident and Courageous | Wed 8 <sup>th</sup> January 2020   |
| <u>Module Three</u> – Business Acumen Programme             | Wed 5 <sup>th</sup> February 2020  |
| ACTION LEARNING SET                                         | Wed 12 <sup>th</sup> February 2020 |
| <u>Module Four</u> - Understanding Self and Others          | Wed 4 <sup>th</sup> March 2020     |
| <u>Module Five</u> – Reframing Situations                   | Wed 8 <sup>th</sup> April 2020     |
| ACTION LEARNING SET                                         | Wed 15 <sup>th</sup> April 2020    |
| <u>Module Six</u> – Shifting Attention to Strategy          | Wed 6 <sup>th</sup> May 2020       |
| <u>Module Seven</u> – Leading Strategically                 | Wed 10 <sup>th</sup> June 2020     |
| ACTION LEARNING SET                                         | Wed 17 <sup>th</sup> June 2020     |
| Wrap-up Webinar                                             | Wed 8 <sup>th</sup> July 2020      |

**Cancellation policy**

If you have paid for the programme and then have to cancel the following will apply.  
Cancellation before 6th September – full refund  
Cancellation after this date will result in forfeiting your fee. We will look sympathetically at requests to defer to another programme or transfer your place to a colleague.