



Translating Business Strategy into Talent Needs

Course Overview

Successful strategies and competitive advantage can only be accomplished if the workforce is tightly connected to the goals of the organization. This program will provide you with the tools and techniques to translate your organization's business strategy into the key areas that make a difference in strategy execution. This will enable you to present a compelling business case for workforce initiatives that will get the attention of your senior leadership team and ensure talent investments that directly impact the bottom-line.

The program consists of four learning modules:

1. Business Strategy
2. Strategic Style
3. Strategy Maps
4. Strategic Capabilities & Competitive Position

These four lessons provide a toolkit and process for identifying the talent implications of business strategy. Workforce or talent strategies don't matter strategically in their own right. They matter only when they make a difference in strategy execution. In these modules you will learn:

- How to determine your organization's "strategic style" and use this as a focal point for making strategic choices.
- How to use a strategy map to create a visual representation of how the company intends to create value for the customer and shareholders over the long-term and the internal processes, talent and teamwork necessary to achieve strategic objectives.
- What strategic capabilities are and how they help with talent planning.
- Identifying how the organization wishes to compete in the market in a particular strategic capability to provide greater insight into the quality required of the talent pools.

HRCI Strategic Recertification Credits

Participants will earn **3.25 Strategic-Business** HRCI Recertification credits. At the conclusion of the four lessons participants will complete a learning check.

Other Information

The program will be delivered through Transformation Solutions LMS portal hosted by Taleo/Learn.com for which each participant will have their own log-in. Microsoft Internet Explorer 8, Firefox 3.56, or Chrome 4 are necessary to view the courses. Upon receipt of payment, Transformation Solutions will issue the user log-in and site access information. Participants will have access to the portal for **1 MONTH** from the time of payment in which to complete the program.

The use of this seal is not an endorsement by HR Certification Institute of the quality of the program. It means that the program has met HR Certification Institute's criteria to be pre-approved for recertification credit.