



IN-HOUSE PROGRAMMES

HR Development

Organisations are rapidly evolving to compete successfully in a world of fragile economic growth. Structures continue to flatten with growing demands for workplaces to be collaborative and innovative. Demographic changes continue to exacerbate challenges with recruiting and retaining talent. In an increasingly divided workforce, scarce talent will be pursued and rewarded whilst others, in low skilled posts, will experience increasing insecurity of employment and ferocious competition.

All of this creates challenge and choices for HR practitioners and leaders. The people functions of organisations will need to gain agility, subtlety and skill in facilitating the fulfilment of an organisation's purpose through its people. This will require a re-imagining of HR's value to the business, a re-imagining of its role towards individuals and the whole system, a re-imagining of its coordination of a range of contractual arrangements, and a re-imagining of careers, reward, recruitment, retention and diverse generational expectations.

Underpinned by our own research, Roffey Park has significant experience and expertise in developing people practitioners. We offer a range of HR development programmes that we can deliver in your organisation, from business partnering and internal consultancy skills, through to HR leadership programmes and masterclasses.

Business Partner Skills

We have extensive experience in helping Business Partners develop their skills: to become more confident and credible in their role; to balance the tension between operational and strategic aspects of their role; to influence stakeholders about the value of collaborative solutions; and to be the voice of both employee and employer. Run in-house as a two or three-day programme, each explores the current and future role of business partners in your organisation. We focus on developing business partners as internal consultants, equipping them with contracting, influencing, and political skills to do so successfully.

Fees vary but a three-day programme will cost from £13,500 for 8-12 people (excludes VAT, venue costs and expenses).

Graduate Certificate in Business Partner Skills

For HR Business Partners who wish to extend their knowledge and expertise, we offer a qualification in association with the University of Sussex. Based on self-managed learning, this 12-month programme adds learning sets, a written portfolio, and evidence of experience to the three-day workshop in order to achieve the requirements of the certificate.

HR Leaders Programme

We also have extensive experience in helping senior HR professionals develop their strategic, change and leadership skills. Run in-house this three or four-day programme explores the megatrends that influence the future of work, and different strategic responses of people functions to these trends. It helps senior professionals enhance their influencing and advocacy skills at the most senior level. This programme is also deliberately agile with content tailored according to your organisation's needs and challenges. Topics could include culture change, employee engagement, talent management, psychological wellbeing, digital HR, and HR analytics.

Fees vary but a three-day programme will cost from £15,500 for 8-12 people (excludes VAT, venue costs and expenses).



Building OD practitioner capability

Aimed at HR practitioners, this development programme establishes a foundation of core OD knowledge and principles alongside the crucial role of the individual in catalysing and sustaining OD work. Programme design can be varied but typical content would include overviews of OD theory, group theory and organisation culture, strategy and a systemic view of change.

Please contact us to discuss your requirements in more detail.

HR Masterclasses

We can run a variety of in-house masterclasses, typically half-a-day in length, to enable your organisation to explore current people challenges. Topics could cover implications of a 4G workforce, personal and organisational resilience, ethical leadership, and compassion in the workplace, as well as those included in the HR Leaders programme. Masterclasses can be delivered to a cross-organisation audience representing functions beyond HR.

Please contact us to discuss your requirements in more detail.

* Fees are exclusive of VAT, venue cost and expenses



Why choose Roffey Park?

We have a wealth of HR and OD experience borne from years of experience of working with HR leaders and practitioners to develop people in their organisations. Our approach is about practical application, based in experience and theory. Clients include:



Our consultants and associates have held senior positions in organisations and understand the challenges faced by HR. Our work is underpinned by our own research into a range of HR topics such as HR business partnering, working in matrix structures, trust during change and the Nine Box Grid. Our visiting fellows include thought leaders in HR such as Linda Holbeche and Mee-Yan Cheung-Judge. Our associates include authors Jane Yarnall and Barbara Kenton who have delivered many of our HR programmes and Roffey Park's CEO, Michael Jenkins, was named as one of HR's Most Influential Thinkers in 2016.

If you would like to have a further conversation about our HR development packages or our HR open programmes, please contact us by email to tailored@roffeypark.com or telephone Melissa Green on 01293 854055



DESIGNING
LEARNING
THAT DELIVERS
RESULTS

About Roffey Park

Roffey Park is an internationally renowned leadership institute based in the UK and Singapore.

We develop people who develop organisations.

Founded in 1946, Roffey Park provides executive education and research to many of the world's leading organisations. Our expertise ranges from leadership and management development, organisational development, human resources to coaching.

We offer tailored leadership development programmes, management consultancy and coaching, training courses and research services. Our qualifications are validated by the University of Sussex.

For more information please contact us:

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