

Transformania™ – Reimagining HR Leadership

Day 1

7:30 - 8:00 am	Breakfast
8:00 - 8:30 am	Welcome, Introductions, and Program Overview
8:30 - 9:45 am	Personal Leadership Profile (PLP) and Peer Coaching What do you stand for as a leader and how do you want to be viewed by others? How do your personal and leadership values influence your approach as an HR leader? How do they shape the way you lead?
9:45 - 10:00 am	Break
10:00 - 11:15 am	Lessons on HR Leadership – CHRO Panel
11:15 - 12:00 pm	The Changing Role of HR Leaders and the HR Leader Development Model Understanding the evolution of the CHRO's role with an emphasis on integrating business/HR strategy, leading ethical change, serving as a business partner/advisor, developing leadership talent, driving performance and people costs, and building HR excellence. A framework for understanding how your life as an HR leader evolves in terms of what you spend time doing, who you spend time with, and when you know that you are getting new developmental experiences.
12:00 - 12:45 pm	Lunch
12:45 - 1:45 pm	The Changing Role of HR Leaders and HR Leader Development Model (Continued)
1:45 - 3:15 pm	Human Capital Strategy A simple strategy framework to assess and address your organization's business and human capital priorities, issues, and actions: <ul style="list-style-type: none">• Manage Talent• Develop Leaders• Drive Performance• Build HR Excellence• Harmonize Systems and Processes
3:15 - 3:30 pm	Break
3:30 - 4:15 pm	Leading Change A change leadership framework and discussion of "From what to what?"
4:15 - 5:30 pm	"Mini-Case" and Case Team Meetings
5:30 pm	End Day 1

Transformania™ – Reimagining HR Leadership

Day 2

7:30 - 8:00 am	Breakfast
8:00 - 8:45 am	“Mini-Case” Team Presentations and Discussion
8:45 - 9:30 am	Being a Business Partner/Advisor You know you’re a business partner when...
9:30 - 9:45 am	Break
9:45 - 10:45 am	Developing Talent Using leadership development rules, tools and learnings from best practice companies and the role of HR leaders in developing talent.
10:45 - 11:45 am	Driving Performance Building a performance culture.
11:45 - 12:30 pm	Lunch
12:30 - 2:00 pm	Future of Work and HR Trends that are shaping the future of work, HR and effective organizations.
2:00 - 2:15 pm	Break
2:15 - 3:15 pm	Future of Work and HR (Continued) Trends that are shaping the future of work, HR and effective organizations.
3:15 - 3:45 pm	Team Discussions – One Implication/One Action
3:45 - 4:15 pm	Closing Remarks