

## DRH, RRH, business and human partner



RH-69 3 Days (21 Hours)

### Description

Today's HR manager is faced with new issues: digitalization of the company, new expectations of young people at work, extension of the professional life of seniors, psychosocial risks, support for restructuring... placing capital human at the heart of organizational performance. Social relations, for their part, are undergoing profound changes that are changing the rules of the game. Faced with all these upheavals, HR managers have a key role to play in supporting the changes in a responsible and sustainable manner. The HR function must therefore continue its transformation towards a business partner role, while significantly strengthening the human dimension of its role, in order to contribute to the achievement of strategic objectives, in a constantly evolving environment. This training is a real lever for positioning HR as a player in business transformation.

### Who is this training for ?

#### For whom

DRH, RRH.

#### Prerequisites

- Be a HR manager or RRH.
- Please note, this training does not address the traditional dimensions of HRM: recruitment, appraisal, social rights, relations with IRPs, etc.

### Training objectives

- Position the HR function in its strategic and human dimension
- Adapt HR policies to technological and social developments
- Making human capital a competitive advantage
- Support changes in your organization

### Training program

### Repérer les évolutions de la Fonction et adapter sa politique Ressources Humaines

- Identify new HR challenges (digitalization, societal developments, etc.).
- Rely on new levers to build your HR policy.

### Faire de son capital humain un avantage concurrentiel durable

- Identify the challenges of Strategic Workforce Planning and skills-based management.
- Making diversity a performance lever.

### Préparer les potentiels et les talents de demain

- Distinguish potential, high potential and talent.
- Equip an approach and tools for detecting and developing potential.

### Mesurer la création de valeur de la fonction Ressources Humaines

- Human Resources Equip yourself with Human Resources management tools.
- Diagnose your HR processes and identify priority areas for improvement.
- Develop your HR practices by integrating digital.

### Faire son marketing RH

- Identify your company's attraction levers.
- 'Sell' HR strategies internally and externally (employer brand).

### Accompagner la dimension sociale du changement

- Establish a self-diagnosis of your approach to change.
- Identify the 6 change strategies.
- Identify the stages of change for each employee.
- Establish a map of actors.
- Identify the factors for support for change.
- Support individuals in the face of transformations.