

Transformania™ (Virtual)

Reimagining HR Leadership
October 2019 – March 2020
Agenda



Pre-Work Before Module 1 – Complete draft of Personal Leadership Profile (PLP), read and complete *THREE* Introduction, PulseCheck, and chapters 1-2

Module 1

October 8, 2019 @ 11:00am-1:00pm Eastern Time (USA)

Welcome and Program Overview

The Changing Role of HR Leaders...and Who are You?

- Welcome, opening remarks and program overview including agenda, module outline and preview of assignments
- Personal Leadership Profile (PLP) and the importance of knowing what you stand for and want to be known for as an HR leader...and why the best HR leaders know themselves as leaders before helping other leaders be more effective
- The emerging HR leader role, with an emphasis on key differentiators including integrating business and human capital strategy, leading change, being a business advisor, developing talent, driving performance, and reimagining the future of work and HR
- How to take control of your own development destiny to ensure you are future-ready as an HR leader

Assignment prior to Module 2 – read *THREE* chapters 3-4

Module 2

November 12, 2019 @ 11:00am-1:00pm Eastern Time (USA)

Human Capital Strategy and Leading Change

- A simple human capital strategy framework to assess and address your organization’s business and human capital priorities, issues, and actions
- An even simpler leading change framework that poses the critical question, “from what to what?”

Assignment prior to Module 3 – ZTRON Technologies mini-case discussion with peer coach, recommendations, and report-out preparations, and read *THREE* chapter 5

Module 3

December 10, 2019 @ 11:00am-1:00pm Eastern Time (USA)

Business Partner/Advisor Role &

ZTRON Technologies Mini-Case Discussion

- Mini-case team discussion, debriefs, and lessons learned
- “You know you are a business partner when”...storytelling, lessons learned, and what great HR leaders know, do, and ask using the art of the question

Assignment prior to Module 4 – read *THREE* chapters 6 and 8 (chapters 7 and 9 are optional), and complete the Developing Leadership Talent Assessment on pages 80-81



Module 4

January 14, 2020 @ 11:00am-1:00pm Eastern Time (USA)

Developing Talent to Drive Performance

- Leadership development rules, tools, and learnings from best practice companies, and the role of HR leaders in developing talent
- Performance culture, and the conscious trade-offs and choices that organizations must make regarding key dimensions of organizational culture necessary to drive performance

Assignment prior to Module 5 – Read *THREE* chapters 10, 11, and 12, and read three essays of your choice from *Black Holes and White Spaces*

Module 5

February 11, 2020 @ 11:00am-1:00pm Eastern Time (USA)

The Future of Work and HR...Are You Ready?

- Seeing around corners to reimagine the future of work, HR, and leadership...and ensuring you are ready for and relevant to these transformational changes
- Discussion and Q&A with a panel of authors, practitioners, and thought leaders who contributed essays to the FREE eBook, *Black Holes and White Spaces: Reimagining the Future of Work and HR with the CHREATE Project*

Assignment prior to Module 6 – Complete the PulseCheck in *THREE* on pages 259-261, develop 1-3 questions you would like to ask the CHRO panel during Module 6

Module 6

March 10, 2020 @ 11:00am-1:00pm Eastern Time (USA)

CHRO Panel...A Discussion with HR Leaders Who Have Lived It

Final Discussion – One Implication/One Action

Closing Remarks

- Free-wheeling discussion and Q&A with a panel of highly experienced CHROs
- Discussion of one implication/one action resulting from Transformania™ (Virtual)
- Closing remarks and final thoughts

As a supplement to Transformania™ (Virtual), 3, 6, or 12 month coaching engagements are available at additional cost with Ian Ziskin and our highly qualified team of Consortium for Change (C4C) coaches. Visit www.businessinsitegroup.com for additional information.