Strategic

STRATEGIC HR PLANNING & OKRS

COURSE OVERVIEW

Aligning human capital strategy with long-term business vision using Agile goal-setting frameworks.

COURSE OBJECTIVES

- Conduct SWOT and PESTLE analysis for HR contexts.
- Cascade strategic goals using OKRs.
- Conduct scenario planning for future workforce needs.

SKELETON OUTLINE

- Strategic Analysis: Internal & External Environmental Scanning.
- Defining the HR North Star.
- OKRs: The Operating System for Strategy.
- **Exercise:** Drafting HR Strategic Pillars and OKRs.

ORGANIZATION DESIGN FOR AGILITY

COURSE OVERVIEW

- Moving beyond the "boxes and lines" of org charts to designing operating models that enable speed, flexibility, and customer centricity.

COURSE OBJECTIVES

- Evaluate different org structures (Functional, Matrix, Network).
- Understand the "Spotify Model" (Squads, Tribes, Chapters).
- Optimize span of control and decision rights.

SKELETON OUTLINE

- Org Design Principles: Galbraith's Star Model.
- Designing for Agility: Squads and Networked Teams.
- Sizing the Organization: Spans and Layers.
- **Case Study:** Redesigning a Hierarchical Team into an Agile Squad.

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