



UNIVERSITY OF  
KWAZULU-NATAL™  
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**EXTENDED  
LEARNING**



# Aligning Human Resources with Organisational Strategy



27-28 JULY 2015

OUR WORLD IS CHANGING... SHOULDN'T YOU?

# Aligning Human Resources with Organisational Strategy

## PROGRAMME OVERVIEW & OBJECTIVES

Across the globe, there is renewed focus on the challenges organisations face in utilising human capital effectively to a competitive advantage. This is vital if an organisation is to perform optimally when developing and selling its products and services to chosen markets.

The course will include the latest techniques and best practice. It will provide cutting edge information on how to integrate and align HR with business strategy to ensure that people, an organisation's single most valuable asset, are effectively managed.

How you will benefit. You will learn to:

- Contribute strategically to your organisation about the role to be played by the people resource in achieving the objectives of the organisation, in a globally competitive and fast moving business environment
- Reflect and learn from the latest thinking and developments in this critical strategic area for your organisation, which can make the difference between success and failure, survival and foreclosure, for an organisation
- Hone your knowledge and skills around the strategic aspects of HR and business alignment
- Understand the implications of HR business partnering with an organisation

Key focus areas:

- Talent sourcing and employee engagement
- Understanding organisational culture
- Leading change and transformation
- The nature of competitive advantage through people
- Aligning HR strategy with business objectives
- Bottom line and the HR contribution: integration across all areas of the organisation
- Bottom line and performance measures

Who should attend:

- Business executives, HR and organisation development professionals across all sectors
- Line managers responsible for strategic decision making in companies
- Executives who need to learn more about aligning HR with business objectives to achieve measurable tangible results

Facilitators include:



**Dr Abdul Kader** is currently heading up Leadership and Development within Nedbank Integrated Channels KZN. His primary responsibility is to partner with business and ensure that staff are competent to perform at optimal levels. His corporate experience has exposed him to the complexity of managing the duality of revenue growth and cost efficiency, and ensuring that execution & measurements of success both to clients, staff, shareholders and the organisation are effective and measurable. Abdul is an adjunct lecturer at the Graduate School of Business and Leadership at UKZN.



**Mr Mxolisi Manyakanyana** is the Executive Manager: Corporate Services at TIKZN. In 1996, he joined Illovo Sugar and this is where his career as HR practitioner took shape. Starting as HR Officer, he moved into a training manager position focusing on facilitating the strategic intent and the business understanding programme, before being promoted to HR Manager in 1998. In 2002 he joined the textile industry (Prilla) as General Manager: Human Resources, until 2006.

During this period he was the Vice-Chairman of the Employer Association (SACTPEA) and was actively involved in the formation of the National Textile Bargaining Council. Through Prilla, he was an active member of the Pietermaritzburg Chamber of Business and participated in a number of forums organised by the Chamber.

Entrance requirements:

Matric or relevant work experience

NQF level:

Estimated at NQF level 7 on the National Qualifications Framework (NQF)

Programme fee:

The course fee of R7 250 (incl. VAT) covers tuition, instruction material, and refreshments (IPM members qualify for a 30% discount)

Duration:

Two days (08:00 – 16:00)

## Contact:

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