

## IC<sup>2</sup> Programme for HR Professionals

A blended programme, which includes a mixture of face to face workshops, individual coaching, online networking and interaction, self-directed learning and reflection and a work-based challenge to enable the application of learning.

### Programme Content

The programme begins with a diagnostic assessment (one to one discussion) with a highly qualified HR leader and qualified executive coach with a proven track record in business. The diagnostic will establish your individual starting point and assist in the development of your personal journey.

A series of six highly engaging and interactive workshops will then be delivered to a network of HR professionals, like yourself, who have recognised that HR need to better address organisational issues and raise the profile of HR within organisations.

You will be introduced to the brand new IC<sup>2</sup> Model which will challenge your thinking around impact and consequences of decision making within your HR role and the capabilities you need to develop to be even more effective.

The programme is bespoke to you as an individual HR professional. You will identify key performance measures to track your personal development and ROI from IC<sup>2</sup>, as well as providing you with space and time to think about business outcomes and making commercial judgement in the context of HR.

**The outcome:** You will become a more resilient, tenacious, courageous and agile HR leader who will revolutionise the impact on decision making in your organisation.

### Who Should Attend

Senior HR professionals who are keen to ensure that they have the necessary skills to operate at the highest strategic level.

### Topics

- The IC<sup>2</sup> Model
- The IC<sup>2</sup> Attributes
- Commercial Judgement
- Cultural Leverage
- Collaborative Relationships
- Politics and Diplomacy