

Course Title: HR & Talent Consulting: Strategies, Frameworks, and Case Studies

Course Objective:

To equip learners with the skills, strategies, and frameworks to excel as HR and talent consultants, enabling them to design and implement innovative HR solutions for organizational success.

20-Module Course & Lesson Plan

Module 1: Introduction to HR & Talent Consulting

- Overview of HR consulting roles and responsibilities
- Industry trends and challenges
- Key skills for successful HR consultants

Module 2: Understanding Talent Acquisition Strategy

- Fundamentals of talent acquisition
- Employer branding for top talent attraction
- Proven frameworks for recruitment success

Module 3: Workforce Planning and Strategic Hiring

- Creating a workforce plan aligned with business goals
- Recruitment metrics and analytics
- Case study: Strategic hiring transformation

Module 4: Diversity, Equity, and Inclusion in Recruitment

- Importance of DEI in hiring strategies
- Implementing inclusive hiring practices
- Case study: Enhancing DEI in a global organization

Module 5: Learning & Development (L&D) Strategy Basics

- Overview of L&D in modern organizations
- Identifying skills gaps and training needs
- Frameworks for designing L&D programs

Module 6: Building a High-Impact L&D Program

- Learning technologies and platforms

- Measuring L&D program success
- Case study: Implementing a global training program

Module 7: Employee Engagement & Retention: An Overview

- Understanding the drivers of engagement
- Key retention strategies
- Importance of employee satisfaction surveys

Module 8: Designing Engagement Programs

- Building a culture of recognition
- Strategies for fostering team collaboration
- Case study: Improving engagement in a high-turnover industry

Module 9: Compensation & Benefits Advisory: Fundamentals

- Role of compensation in employee motivation
- Types of benefits and their significance
- Understanding market benchmarks for pay structures

Module 10: Designing Competitive Compensation Structures

- Pay equity and compliance considerations
- Performance-based compensation strategies
- Case study: Transforming a compensation structure for retention

Module 11: HR Technology and Digital Transformation

- Role of technology in HR consulting
- Exploring HR management systems (HRMS) and analytics tools
- Case study: Leveraging HR tech for better outcomes

Module 12: Organizational Development in Talent Management

- The link between talent and organizational development
- Succession planning and leadership pipelines
- Proven frameworks for organizational growth

Module 13: Performance Management Strategies

- Aligning performance management with organizational goals

- Continuous feedback systems
- Case study: Transitioning to a new performance management model

Module 14: Designing Employee Experience Journeys

- Mapping the employee lifecycle
- Enhancing employee experience through innovative practices
- Case study: Elevating employee satisfaction through re-engineered processes

Module 15: Crisis Management in HR

- Managing layoffs and workforce transitions
- Strategies for employee communication during crises
- Case study: HR strategies during an economic downturn

Module 16: Building Employer-Employee Trust

- Transparency and trust-building practices
- HR's role in managing conflicts
- Case study: Repairing trust in a restructuring organization

Module 17: Data-Driven HR Decision-Making

- Role of analytics in HR consulting
- Using metrics to improve recruitment, retention, and engagement
- Case study: Improving retention through data analysis

Module 18: Future Trends in HR & Talent Consulting

- The rise of AI in HR
- Emerging skills in the workforce
- How consultants can future-proof HR strategies

Module 19: Capstone Project: Developing a Comprehensive Talent Consulting Plan

- End-to-end talent consulting plan creation
- Integrating recruitment, engagement, L&D, and compensation strategies
- Peer review and feedback

Module 20: Case Study Workshop and Certification Assessment

- In-depth analysis of successful HR transformations

- Final project presentations
 - Certification exam and next steps
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Proven Strategies, Frameworks, and Case Studies

- **Strategies:**
 - STAR model for talent acquisition
 - ADDIE framework for L&D program design
 - Herzberg's Two-Factor Theory for engagement
- **Frameworks:**
 - McKinsey 7S Framework for organizational alignment
 - Compensation framework using job evaluation methods
- **Case Studies:**
 - Google's employee retention strategies
 - Airbnb's approach to employer branding
 - Deloitte's leadership development program