

Rotman's Strategic Human Resource Management Program

Align strategy, people and performance

Rotman

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THE FINANCIAL TIMES 2017

Drive performance by aligning human resource practices through an examination of the critical intersections between strategy and human capital. Interaction with Rotman faculty, thought leaders and practitioners allows for the exploration of the latest research, best practices and thinking in areas such as business and human resource strategy, leadership development, talent management and succession planning.

Location:

Rotman School of Management,
Toronto, Ontario, Canada

Program Fee:

\$9,000 CAD + HST

Fee includes tuition, all program materials and meals.

"In an ever-changing business landscape, one thing hasn't changed. The energy, synergy and productivity we count on to move an enterprise forward are determined by how people work together. The only people who become great managers are those who understand that managing is not merely a series of mechanical tasks, but a set of human interactions."

ROGER MARTIN

Premier's Research Chair
in Productivity and Competitiveness
Academic Director,
Martin Prosperity Institute

Program Overview

Over the course of five days and a half-day follow-up participants will embark on an interactive exploration of the critical elements that compose a successful human resource strategy, including how to align strategy, people, performance and culture. Participants will gain an in-depth understanding of the challenges and dilemmas that senior human resource leaders face in their complex roles as strategist, change agent, integrator and business manager.

Key Takeaways

- Achieve an in-depth understanding of how to seamlessly link HR with business strategy
- Build an integrative and holistic approach to managing talent
- Learn best practices for effectively integrating leadership development and succession
- Explore the strategic role of human resources in shaping organizational culture and driving change
- Understand the linkages between performance and compensation

Session Themes

One:

Strategy and Competitive Advantage

Two:

Linking HR to Business Strategy

Three:

Talent Management

Four:

Integrated Leadership Development and Succession

Five:

Culture Building and Change

Six:

Performance Alignment and Compensation

Seven:

Aligning HR Structure

Eight:

The Integrated Human Resources Strategy

Faculty

Academic Director

Dr. Hugh Arnold is the former Dean of the Rotman School of Management and currently divides his time between his consulting practice and his teaching responsibilities at Rotman. Hugh specializes in organizational strategy and structure, leadership development and corporate governance and serves as the Academic Director of several Rotman Executive Programs, including the Board Human Resources Committee Program and the Strategic Human Resource Management Program. He also works extensively with senior management teams on key issues related to successful long-term business unit performance.

Hugh holds a BA in psychology and mathematics from the University of Alberta, an MA in psychology and philosophy from Oxford and an MA and a PhD in organizational behaviour from Yale. He has published extensively in leading journals on organizational behaviour and has written several books in the McGraw-Hill Series in Management. He has also served on the editorial boards of *The Academy of Management Journal* and *Organizational Dynamics*.

Program Co-Director

Rose Patten is Executive-in-Residence at the Rotman School of Management, where she works with participants, advises on course design and engages with faculty on research. She also teaches in leadership, corporate governance and strategic human resources executive programs.

In addition to her new role at Rotman, Rose is a former Chair of the University of Toronto's Governing Council, a member of the Boundless Campaign, a Member of Massey College and Honorary Patron of the King's College Circle Heritage Society. She was awarded an Honorary Doctor of Laws degree for corporate leadership in 2009 by the University of Toronto.

Rose's career has spanned the four financial sectors – banking, trust, insurance and investment banking – and included mandates with responsibility for Canada, the US and Asia. She is also Special Advisor to the President and CEO of BMO Financial Group and a senior member of the Bank's Management Committee. Her previous role with the bank was Senior Executive Vice-President, Head of Human Resources, Corporate Communications and Senior Leadership Advisor, where she played a crucial role in pioneering an executive leadership program for the bank in partnership with the Rotman School of Management. Previously she held senior leadership roles at Nesbitt Burns, Manulife Financial and Continental Bank of Canada/Lloyds Bank Canada.

Why Rotman?

The University of Toronto's Rotman School of Management is located in downtown Toronto, home to the largest financial district in Canada and the third largest in North America. Situated in the heart of Canada's business capital, Rotman Executive Programs has unique access and insight into the best thinkers and practitioners in business today.

As part of the University of Toronto, one of the world's top 20 research universities, the Rotman School fosters a new way to think that enables our graduates to tackle today's global business challenges. Home to some of the most innovative research institutes in the world, Rotman boasts an impressive network of global partnerships in a variety of academic disciplines and with the corporate sector.

Executive Programs at the Rotman School of Management is committed to delivering programs for individuals and custom programs for organizations that influence organizational leaders worldwide. Rotman Executive Programs inspires and empowers leaders to develop the capacity to transform themselves, their organizations and their communities.

Apply Online: www.rotmanexecutive.com/hrstrategy



Who Should Attend?

This program is designed for individuals with a minimum of five years of managerial experience. Professionals who will benefit from this program include

- HR professionals who wish to gain a more integrative and strategic perspective on human resources
- Senior managers taking on HR responsibilities after success in other functional areas
- Mid-level HR managers moving into senior positions

Find Out More:

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