

#1 in Canada for Open Enrolment  
THE FINANCIAL TIMES 2020

Seamlessly link HR with business strategy.

**“What really stood out for me in the program was the learning experience. The instructors are absolutely phenomenal teachers, leaders, mentors and coaches. The discussions were fantastic and the personal examples shared allowed us to see what worked and didn’t work in the real world.”**

**Renata Kleban**

Director, HR Business Solutions  
Infrastructure Ontario

### Make HR a valued partner.

Great HR is core to the achievement of long-term organizational success from implementing business strategies effectively to succession planning. Rotman’s Strategic HR Leadership program provides you with the concepts, tools and network required to implement strategic HR practices in your organization.

### Big challenges. Smart solutions.

Over five days you will learn how to align strategy, people, performance and culture while exploring the critical elements of a successful HR strategy. By enhancing your own capabilities as an HR leader, you will be better able to articulate and implement that strategy, including by supporting culture change initiatives, succession planning, and talent management.

### We’re here to help.

In addition to the core five-day program, your enrolment includes a half-day follow-up session two months out. This is your opportunity to share how you have implemented your learning and solicit

feedback and advice from faculty and peers.

### Who Should Attend?

This program is designed for leaders and managers with at least five years of experience in HR from public, private, and NFP sectors. Professionals who will benefit from this program are:

- » Individuals recently appointed as head of the HR function for their organization or business unit
- » Individuals with HR experience who wish to broaden their perspective and prepare to take on broader responsibilities as head of HR for their organization or business unit
- » Individuals with senior responsibilities from other functional areas who seek to gain a deeper appreciation for the HR function and how it adds value in well managed organizations

**A 5-day intensive program with a 1/2 day post-program workshop**

#### Location:

Rotman School of Management,  
Toronto, Ontario, Canada

#### Program Fee:

\$10,900 CAD + HST

Fee includes tuition, all program materials and meals.

The fee does not include travel or accommodation.

#### Questions?

Contact our learning advisor at 416.978.8815 or [advisor@rotman.utoronto.ca](mailto:advisor@rotman.utoronto.ca)

#### Address:

Executive Programs  
Rotman School of Management  
149 College Street  
Toronto, Ontario M5T 1P5

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|                | Monday  | Tuesday  | Wednesday                                  | Thursday                                | Friday                            |
|----------------|---|--|--|---|-----------------------------------|
| 7:30-8:30 am   | Breakfast                                     |  |  |   |                                   |
| 8:30-9:00 am   | Introduction                                  | Reflections                                    | Reflections                                | Reflections                             | Reflections                       |
| 9:00-10:30 am  | <b>Strategy &amp; Competitive Advantage</b>   | <b>Integrated Leadership Development</b>       | <b>Driving Change</b>                      | <b>Succession Planning</b>              | <b>Aligning the HR Structure</b>  |
| 10:30-10:45 am | Break   |  |  |   |                                   |
| 10:45-12:15 pm | <b>Strategy &amp; Competitive Advantage</b>   | <b>Integrated Leadership Development</b>       | <b>Driving Change</b>                      | <b>The HR Committee of the Board</b>    | <b>Aligning the HR Structure</b>  |
| 12:15-1:15 pm  | Lunch   |  |  |   |                                   |
| 1:15-2:45 pm   | <b>The Integrated Talent Management Model</b> | <b>Aligning Performance &amp; Compensation</b> | <b>Engagement: The Most Underestimated</b> | <b>Defining &amp; Fostering Culture</b> | <b>The Integrated HR Strategy</b> |
| 2:45-3:00 pm   | Break   |  |  |   |                                   |
| 3:00-4:30 pm   | <b>Talent Management: Assessment</b>          | <b>Linking HR to Business Strategy</b>         | <b>Diversity &amp; Inclusion</b>           | <b>Defining &amp; Fostering Culture</b> | <b>The Integrated HR Strategy</b> |
| 4:30-4:45 pm   | Key Learnings                                 | Key Learnings                                  | Key Learnings                              | Key Learnings                           | Key Learnings                     |
| 4:45-6:00 pm   | Networking Reception                          | Schedule subject to change                     |  |   |                                   |