

# Consultancy & Workshops

## COMMERCIAL ANALYTICS FOR HR AND DIVERSITY

- What does being commercially savvy in HR mean?
- Use of metrics and predictive analytics to present HR and diversity data, especially when making a business case to top management.
- Report accurately on internal skill maps where there may potentially be business critical gaps.
- Create more commercial HR KPIs to directly link to bottom line results.
- Demonstrate HR performance in correlation to business and HR strategy.

## PROJECT TEAM COLLABORATION

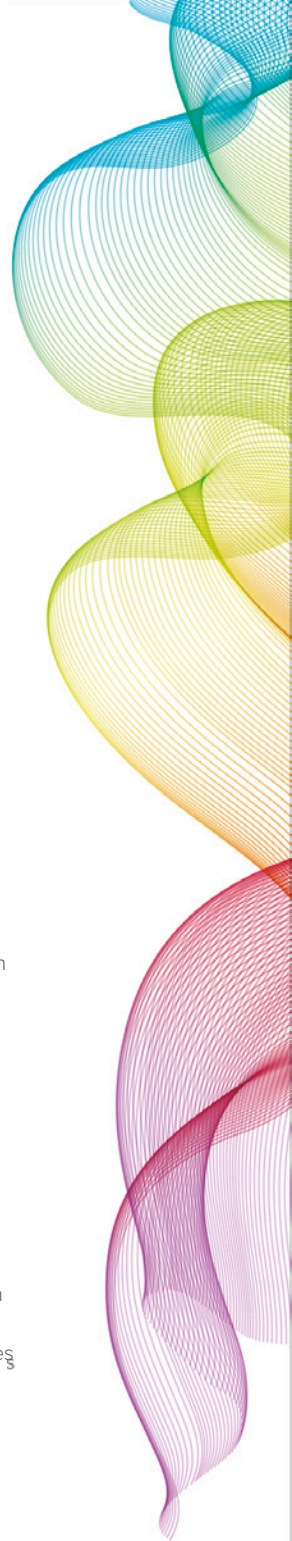
- Pre-work scoping, one-to-one interviews and analysis from all delegates.
- Identify the challenges that are impacting collaboration, project efficiency and performance.
- Identify current drivers and barriers (strategic and operational).
- Explore project work flows and identify bottle-necks through a process re-engineering exercise.
- Find strategic solutions for improving perceived value for money.

## LESSONS LEARNT PROGRAMME

- Pre-work scoping, one-to-one interviews and analysis from all delegates.
- Delegate inputs provide insight into the key focus areas. As a result the workshop themes are driven entirely by the client.
- Bespoke workshop to categorise focus areas, prioritise them for discussion by the breakout groups, identify root causes / triggers, risks, lessons learnt and obtain answers on what needs to be done differently.
- Define post-workshop actions, assign responsibilities and time scales to deliver on the lessons learnt programme objectives.

## CHANGE READINESS

- Understand change and how change impacts us emotionally and impacts individual and collective behaviour.
- Understand why not everyone may embrace change in the same way.
- The importance of adaptability and agility during times of change. How can we be more change ready?
- How change impacts engagement and what it takes to re-engage ourselves and our teams? What is leadership's role in communicating change?
- How do core values and workplace culture support individuals and teams during change or transformation?



## ORGANISATIONAL CULTURE - PART 1

- The business case for getting culture right and what it takes to drive culture.
- Understand culture and its components – why are behaviours so important?
- What are organisational sub-cultures and how can we capitalise on their diversity?
- The impacts of multicultural, multigenerational workplaces.
- Leadership's role in culture: role modelling, authentic leadership and building gravitas.
- The 'I think' and 'I can' communication culture – role play scenarios.

## ORGANISATIONAL CULTURE - PART 2

- Respect maps of others. How our map of the world is unique and offers a different perspective.
- Deal with our own limiting beliefs and align those beliefs to our self-identity.
- Find optimal performance and effectiveness to promote positive energy in the workplace.
- Develop a creative and innovative culture – what is passion's role?
- Leadership vs management and how to maximise influence – role play scenarios.

## UNCONSCIOUS BIAS

- The business case for unconscious bias training and its direct influence on improving inclusion within organisations.
- An introduction to biases and how we are all naturally predisposed to being biased.
- Improve understanding and awareness of unconscious bias for a more inclusive workplace.
- Understand micro-inequities and how subtle acts, decisions, reactions and behaviours can create unnecessary risk and negatively impact us as well as our workplace culture.
- Case studies on current socio-economic influences on bias and its impact within organisations.

## VALUES & BEHAVIOURS

- Understand what we mean by values.
- Identify and align both personal and organisational values.
- Explore the drivers for business values and understand how they will ultimately deliver the strategic goals and objectives for the business.
- Identify and rank values that can impact organisational effectiveness, commitment, reputation, engagement levels and inclusion.
- Agree a final set of values with corresponding behaviours for implementation.

For further details on any of the areas listed, please email [humanise@humaqazi.com](mailto:humanise@humaqazi.com)

**huma**Qazi

[www.humaqazi.com](http://www.humaqazi.com) | [humanise@humaqazi.com](mailto:humanise@humaqazi.com)

07976 139891