

Navigating Organizational Performance for HR

A SYSTEMS-BASED LEARNING EXPERIENCE FOR HR PROFESSIONALS

HR professionals are expected to influence performance and guide strategy, yet most were never taught how organizations create value. This program delivered over four 3-hour sessions introduces Organizational Systems Design (OSD) and then puts it into practice: participants work through a realistic business case, applying what they learn to diagnose performance challenges, align workforce decisions with strategy, and lead with greater impact. Moving HR Professionals from useful to strategic.



IDEAL PARTICIPANTS

HR Professionals seeking to align workforce decisions with business priorities and build credibility with leaders.

People & OD Professionals who own talent strategy, workforce planning, and effectiveness.

WHAT PARTICIPANTS GAIN

- ✓ **Business Acumen:** See how organizations create value.
- ✓ **Systems Thinking:** See how strategy, people, and culture shape performance.
- ✓ **Greater Credibility:** Speak a shared language with business leaders.
- ✓ **Workforce Planning:** Align initiatives with business priorities.
- ✓ **AI-Enhanced Analysis:** Use AI to sharpen insight and preserve human judgment.
- ✓ **Executive Communication:** Share plans with clarity and confidence.

4 SESSION LEARNING JOURNEY

- 1 **Session 1: Understanding Systems**
Learn how organizations create value, and how strategy, structure, and culture connect.
- 2 **Session 2: Building Credibility**
Understand how process, structure, and decisions shape results, and how AI can sharpen your analysis.
- 3 **Session 3: Influencing Performance**
See how people, rewards, and systemic feedback shape outcomes, and sharpen how you share insights with leaders.
- 4 **Session 4: Your Workforce Plan**
Apply what you've learned to build and present a workforce plan.

CORE DELIVERABLES



Student Guide

A comprehensive reference packed with real world examples you will return to long after class ends.



Capability Guides

Ready to use job aids that make Organizational Systems Design easy to apply on the job.



Workforce Planning Framework

A practical tool for aligning workforce priorities with business strategy.



AI Acceleration Guide

Curated prompts and techniques for generating sharper insights, faster.

Register Now! 

