



CONTINUING EDUCATION

Course Outline

HR as a Strategic Partner

Because human resources are an organization's competitive advantage, having the right HR approach can make a significant impact on your company's success. In this course, learn what is meant by "strategic HR"; discover tactics for making your HR department more strategic; and develop the competencies needed to get and keep a seat at the table. You will also identify strategic-level HR responsibilities in talent management, compensation and benefits and business activities such as mergers and acquisitions.

Who Should Take This Course?

This course is designed for practicing HR professionals or students who have completed or are currently enrolled in the HR Generalist Certificate Program.

Course Objectives

- Explain the difference between traditional and strategic HR
- List the required competencies for HR at the strategic level
- Discuss steps to making their HR department more strategic
- Analyze their personal readiness to becoming a true business partner

Course Info

- Length: 6 hours
- Format: Classroom instruction and demonstration
- Prerequisite: Green River's HR Generalist Certificate or prior HR experience

Course Content

- What is "Strategic HR"?
- Traditional vs Strategic HR Case Studies
- Making HR Strategic
- Strategic HR Core Competencies
- Are You Ready? – SHRM'S Strategic Self-Assessment
- To be or not to be....strategic
- Politics
- Future of Strategic HR
- Where do you go from here?
- Recommended Reading
- Business Partner Case Studies

Assessment/Evaluation

This course is not assigned a letter or numerical grade. However, in some cases, skill assessments may be administered during the course to gauge progress and comprehension.

Course Completion/Continuing Education Unit (CEU) Letter

If your company requires proof of course completion, or if you would like to have proof for your own records, you may request a Course Completion/Continuing Education Unit (CEU) letter **after the final session of your course**. You must attend* 80 percent of the course (or 100 percent of a single-day course) to qualify for the letter. You can [request a Course Completion/CEU letter online](#).

*Attendance for CEU letters and certificate programs is verified via the sign-in sheets provided at each class session. It is your responsibility to sign-in.

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The accommodations authorized on your forms should be discussed with your instructor. All discussions will remain confidential. Accommodations are not provided retroactively, so it is essential to discuss your needs at the beginning of the quarter. Additionally, only accommodations approved by Disability Support Services will be provided. This syllabus is available in alternate formats upon request. Green River College is an equal opportunity educator and employer. Learn more at www.greenriver.edu/accessibility.