



Zambia Institute of  
Human Resource Management

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# Developing HR Strategy – 2022

## 1st HR Strategy Master Class Series

### Scope of Training



This training is designed to equip delegates with relevant knowledge, skills, competences and indeed, capabilities to plan, formulate and execute HR Strategy. The training specifically seeks to explore the following thematic areas:

- ✓ Exercising leadership and management in real practice
- ✓ Best practices in organizational strategy formulation and implementation
- ✓ How to develop HR strategic Plans in organizations
- ✓ Highlight key enablers and barriers to effective implementation of HR strategies in organizations.

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**29<sup>th</sup> – 30<sup>th</sup> September 2022- Venue: Kariba Inns  
Siavonga**

Organizational leadership and management requires organizations to be compliant with corporate governance tenets and management principles. One of the critical key deliverables of governance and management teams in organization is to undertake planning for the effective utilization of organizational resources in order to achieve organizational goals. This planning takes place at strategic, functional and operational levels. It is for this reason that organizations develop strategic, tactical and operational plans. Among the key organizational functions found in organizations is the human resource management function that manages a critical organizational resource called human resources. For this function to be effective and aid the attainment of organizational strategic goals, it requires planning in form of human resource (HR) strategy. An organization's HR Strategy reveals itself in form of HR Strategic Plan. HR strategies enable organizations achieve their strategic

goals by ensuring that organizations have effective and efficient HR systems and practices for managing human resources.

Despite the above significant role played by HR strategy in organizations, research has time and again shown that most Zambian organizations are still lacking behind with regard to effective planning, more so at functional level. Owing to this fact, while most Zambian organizations have written corporate strategic plans. The majority do not have written HR strategy documents. Those that are close enough include HR strategic objectives in their corporate strategic plans. Some of the organizations that embed their HR strategic objectives in corporate strategies still fail to translate the HR strategic objectives contained in their corporate strategic plans into standalone HR Strategic Plans.

The above paucity in effective HR strategic planning has been associated with the lack of effective and efficient HR systems and practices in organizations. This reality has revealed itself in most HR decisions being made by HR offices and management teams without following desirable governance structures such as having matters considered by HR Committees and Boards of Directors. Such HR environments usually are associated with HR operational risks caused by many vices such as favoritism, nepotism, patronage, to mention but a few. It is from this background that this master class addresses the need to Develop HR Strategy Plans in organizations.

### ***Expected delegates***

- Board Members
- Members of Human Resource Committees (HRCs)
- Chief Executive Officers (CEOs)
- Directors General (DGs)
- Directors of HR
- All staff involved in HR matters
- Students of Management and HR courses
- Teaching & Learning Support Staff
- Faculty Deans
- Registrars
- Assistant Registrars/ Senior Administrative Officers



### **Sitali Wamundila (Facilitator)**

Lecturer at the University of Zambia in Management related fields that include: Corporate Governance, Strategic Management, Human Resource Management, Knowledge Management and Information Management. Before his current role, he served in many senior management positions including being the immediate past Registrar of the University of Zambia (UNZA). He has served on many different Boards of Directors for both profit and not-for-profit organizations, notably among them having been the Chairperson of the ZSIC Pension Fund, Trustee on the Zambia federation of Employers (ZFE) Board of Trustees and Council Secretary for the Zambia Institute of Human Resource Management (ZIHRM). He has also carried out research and published academic papers in his areas of research interest.



Zambia Institute of Human Resource Management



## ***TRAINING PROGRAM***

***Day 1: Thursday: 29 September  
2022***

07:30 – 08:15: Registration  
08:15 – 08: 45: Opening Remarks, Introductions and Training Expectations  
08:45 – 09:30: Understanding Organizations  
09:30 – 10:15: Leadership, Governance and Management of Organizations  
10:15 – 10:45: Mid- Morning Tea Break  
10:45 – 11:30: Organizational Planning  
12:30 – 14:00: Networking Lunch  
11:30 – 12:30: HR Strategy Formulation  
16:30 – 16:45: Chairperson’s Closing Remarks

***Day Two: Friday 30 September  
2022***

07:30 – 08:15: Registration  
08:15 – 08:30: Opening Remarks and Recap from Previous Day  
13:30 – 15:00: HR Strategy Implementation  
10:15 – 10:45: Mid- Morning Tea Break  
10:45 – 12:30: Enablers and Barriers for HR Strategy Implementation  
12:30 – 14:30: Lunch and Networking  
14:00 – 15:00: Group Discussion: The HR Practitioners in Corporate and HR Strategy Formulation and Implementation: Experiences from the delegates  
15:30 – 15:45: Closing Remarks