

Capability Advancement Program



Our FutureFit HR Academy is a Capability Advancement Program that transforms HR professionals into skilled leaders and strategic partners. It imparts vital skills through strategic relationship-building, evidence-based decisions, and client-centric solutions, all essential for success in today's dynamic business landscape.

Our Program is more than just training. It's a personal and professional growth journey. Led by industry experts who understand the nuances of the HR landscape. Participants will be part of a supportive and empowering community. Our program prepares practitioners not only to survive but to thrive in the face of change, making a lasting impact on your organisation's success.

Our team are highly skilled and experienced. Our team excels in collaborating with senior leaders, HR practitioners, and managers to design and execute top-tier Workforce and HR strategies. Globally recognised as HR experts, we specialise in executive engagement, workforce planning, analytics, strategy, transformation, and capability development.

FutureFit HR

Shaping success in our evolving business landscape through our FutureFit HR modules:



Building Effective Relationships

Connecting Hearts, Forging Success: Master Emotional Intelligence and Cultivate Lasting Connections



Influencing Stakeholders

Influence with Integrity: Empowering HR Professionals to Drive Positive Change.



Utilising Data for HR Strategies and Improved Business Outcomes

Data-Driven Decisions: Unleash the Power of HR Metrics for Organisational Success



Utilising Analytics to Influence Stakeholders

Insights that Persuade: Leveraging Data Analytics to Drive HR Impact



Client Focused Solutions

Client-Centred HR: Tailored Solutions for Organisational Excellence.



Working Collaboratively

Collaborate, Innovate, Elevate: HR as a Catalyst for Positive Change

Join us in this transformative journey to unlock your HR team's full potential and shape the future success of your organisation.



TAILORED HR SOLUTIONS

A Deeper Dive Into Each Of Our Modules:

Module 1



Building Effective Relationships

- Develop a comprehensive understanding of the organisational context and environment.
- Explore the importance of emotional intelligence and its impacts.
- Increase awareness of emotional intelligence.
- Understand evolving HR roles and models.
- Learn about tools that enable effective collaboration across diverse boundaries.
- Promote psychological safety within the workplace

Module 3



Utilising Data for HR Strategies and Improved Business Outcomes

- Build a solid understanding of metrics and their importance.
- Learn about various data sources and systems, and how data flows between them.
- Understand methods for defining and calculating commonly used data definitions.
- Identify essential workforce metrics relevant to the organisation's business context and objectives.
- Acquire skills to navigate, share, and utilise data effectively.
- Explore and interpret critical organisation, people, and HR metrics and information.

Module 5



Client Focused Solutions

- Develop expertise in supporting clients to identify and prioritise problems.
- Guide clients towards appropriate solutions.
- Strike a balance between client needs and available resources.
- Devise approaches that align with business and HR requirements.
- Acquire skills to create client-focused business cases.
- Consider prioritisation of needs and conduct risk analysis.
- Strategically utilise HR tools to address client requirements.
- Gain a broader business perspective.
- Enhance communication with stakeholders using clear and simple HR language.
- Foster better understanding and achieve improved outcomes.

Module 2



Influencing Stakeholders

- Understand the importance of leadership skills - leading by example.
- Build trust and credibility to effectively influence stakeholders.
- Learn the process of environmental scanning.
- Identify stakeholders and understand their business context.
- Recognise the key priorities of stakeholders.
- Gain expertise in conducting coaching conversations with clients and stakeholders.
- Foster productive and supportive interactions.

Module 4



Utilising Analytics to Influence Stakeholders

- Develop a diverse set of data analysis techniques.
- Identify trends, patterns, and variances in workforce data.
- Understand potential implications for achieving business outcomes.
- Engage in a comprehensive analysis activity.
- Construct hypotheses and identify underlying causes for workforce risks.
- Analyse and interpret key workforce metrics aligned with business context and goals.
- Empower data-driven and evidence-based decision-making.
- Gain skills to craft influential evidence-based insights and compelling narratives.
- Use data analysis to explain or create business cases supporting recommended HR interventions.

Module 6



Working Collaboratively

- Develop a collaborative and team-oriented mindset.
- Enhance interpersonal, communication, and problem-solving skills.
- Embrace adaptability and agility in the workplace.
- Foster an open-minded approach to encourage creativity.
- Explore new ways of operating and thinking.
- Harness expertise as internal consultants.
- Strategically position HR as a value-adding business partner.
- Spearhead transformative change across the organisation.

Tailored Learning Journeys:

Your Path to Business Led HR Excellence



Custom learning for every group size and schedule:

Our FutureFit HR Academy offers flexible delivery, spanning various timeframes and modes. Sessions can range from staggered half-day sessions to three full days. Group size is adaptable, ideal for up to 25 participants, and flexible for larger groups.



Tailoring your unique path to success:

Before the program begins, we conduct a thorough HR capability assessment to evaluate participants' current skills and aspirations. This personalisation allows us to tailor the program to meet the organisation's and individuals' needs, ensuring optimal effectiveness and relevance.



Applied learning:

Participants will develop a business case during the program, applying module learnings to their organisation's context.



Remote or in-person - we've got you covered:

We can accommodate remote or in-person delivery of our modules to meet client needs. With a geographically dispersed team, we have the ability to facilitate nationwide. In line with our environmental commitment, we prioritise the supply of training materials digitally.



Our pricing has flexible options to meet your organisation's unique needs and budget. Please get in touch with us at collaborate@tailoredhrsolutions.com.au for more details.

Beyond FutureFit HR – Additional Program Options to Discover

In addition to our FutureFit HR Academy, we offer the following advanced capability micro-learning modules:



Mastering Workforce Planning: Bridging the Gap Between Strategy and Workforce Requirements

(2 days)



Workforce Metrics: utilising data for People practices and actions to support business outcomes

(1 day)



People Analytics and Insights for People Professionals

(1 day)



Storytelling with Data

(1 day)



Understanding organisational culture and its importance to People & Culture

(1 day)



Coaching to Lead Change

(1 day)



People Strategy Development

(1 day)



Designing the People Service Offering

(1 day)



Preparing a Future Ready People Function

(1 day)



In addition to the workshops outlined above, we collaborate with clients to create and provide tailored workshops, masterclasses, and courses. These offerings leverage the extensive range of resources and experiences within our team.

We are looking forward to collaborating & unlocking the potential of your HR team.

Our Academy Team



Tanya Hammond
Chief Collaborator



Jaye Matheson
Chief Insights and
Transformation Expert



Tessa Spinks
Workforce Curator



Wendy Morison
Workforce Strategist



Katie Hancock
Solutions Designer



Sarah Hallett
Data Driven Innovator
& Workforce Strategist



Georgia Fryer
People and Change
Architect

Contact us or visit
our website:

 Tailored HR Solutions

w. [tailoredhrsolutions.com.au](https://www.tailoredhrsolutions.com.au)

e. collaborate@tailoredhrsolutions.com.au



TAILORED
HR SOLUTIONS