

Consulting skills for HR managers

1. Background

Consulting skills program is designed for senior, experienced HR managers who regularly perform OD and management consulting activities. The program is meant to improve consulting skills and tools and help HR managers proactively identify organizational challenges requiring consulting intervention, and give them optimal internal answer.

Tamar Choshen, management consultant with vast experience in managers and organizational development in technological organizations, as well as with HR managers training, will be conducting the program which is the 5th in this format.

2. Objectives

- Enrich internal consulting skills and knowledge
- Create common professional language for HR professionals
- Enhance positioning of HR managers as business partners and internal consultants
- Assist in recognizing strengths and weaknesses in participants' consulting work, and support improvement processes.



3. **Rational**

Organizational development is a profession. Vast knowledge, models and methods are being implemented by OD and management consultants. Being used by HR managers – these can make the difference between intuitive process, perceived as "Nice to have" to systematic professional processes – enhancing significant results.

Through the suggested training process, participants will be introduced to models, methods and tools in management consulting and organizational development.

The process will be conducted as an interactive workshop which will combine formal learning as well as peer group learning.

4. **Method**

6 x 4 hours sessions will include formal presentation of models and tools as well as group discussions and case study analysis.

Subjects will include:

- HR managers as business partner and internal consultant
- Model for managers' personal consulting process.
- Personal consulting tools
- Systemic consulting work.
- Handling resistance in the internal consultant work, working with senior managers.
- HR managers role in change management
- Managerial team building / development