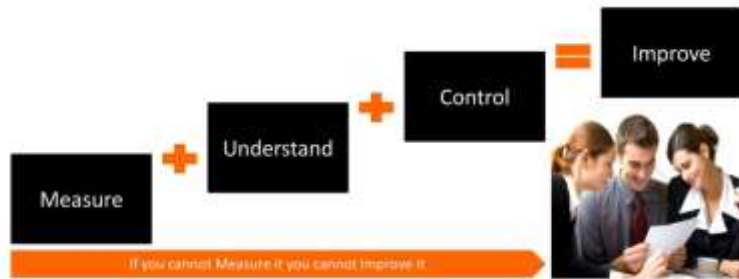


Lean Six Sigma Workshop for HR Professionals

Helping HR to establish business credibility and add real value to the business bottom line.



Why should you attend?

Six Sigma is a proven and quantifiable methodology for the continuous improvement of business processes, whilst Lean focuses on the elimination of waste.

Attending this workshop will equip HR Professionals with the tools, techniques and knowledge to actively contribute to the success of any organisation. Lean is a technique that enables HR professionals to take a critical look at what, why and how they do things in their organisation, in order to enable them to maximise the overall potential of the workforce to produce products or deliver services more efficiently and effectively thus saving the organisation time and money.

Lean Six Sigma also provides a framework to help HR Professionals to become more credible within the organisation by helping them to identify the root cause of any business issue, suggest sustainable solutions and measure bottom line success.

What you will learn

This workshop will introduce you some of the most successful Lean tools and techniques including: -

- Monitoring and measuring Appraisal Performance Ratings using the Bell Curve.
- Improving the on-boarding process using Time Series Analysis.
- Improving the Sick Leave process using Value Added Analysis.
- Solving workforce issues using Root Cause Analysis, the 5 why's and data from the HR system.
- Using the Voice of the Customer approach to design an effective HR service delivery model.
- Effective use of Pull Systems for Tier 0 in an HR Shared Service Centre (HR SSC).
- Using Design for Six Sigma (DFSS) to create a customer centric, effective Recruitment process.
- Measuring the improvement of your workforce using an HR Balanced Business scorecard.

Benefits to you

- Learn how HR can act strategically and add real value to the organisation.
- Learn how to identify people based business issues that impact the bottom line.
- Design world class HR processes for your organisation to give you a competitive advantage.
- Understand how to sustain improvement and put effective controls in place to be able to demonstrate this.
- Understand how to quantifiably measure the success of both your role and your teams.



The only sustainable competitive advantage is the ability to learn faster than the competition

Turning Theory into Practice

This highly interactive workshop will start at a strategic level and ask “How can HR add real value to the Organisation, and how can this be measured?” Drawing upon various research, the black belt trained facilitator’s own personal experiences in delivering HR process improvement and transformation projects, and the delegate’s own experiences, the workshop will then equip attendees with the:

- a) Knowledge, tools and techniques to
 - a. Identify business / people based issues before they impact customers and the bottom line
 - b. Identify the People / Process / Systems responsible and validate your theories using sample data.
 - c. Establish the true root cause of a business problem and design innovative solutions that are best suited to resolving the root cause that delight customers and increase profitability.
 - d. Put control methods in place which are aligned to overall business strategy, to effectively monitor and measure the success (or failure) of these solutions and the performance of that part of the business to ensure customer and shareholder value is not compromised.
- b) Personal skills and knowledge to improve their own HR proficiency

Who should attend?

1. HR Business Partners, who wish to make an active contribution to the success of the organisation, and wish to understand how they can measure their success, or those who are simply seeking to improve their skills and knowledge and learn more about Lean Six Sigma.
2. Senior HR managers who have been challenged by their organisation to demonstrate that HR can contribute to the success of the organisation and add value to it.
3. Anyone involved in HR projects that relate to design, transformation, human capital management, innovation and continuous process improvement.

Note: This course can also be delivered as an in-house course at your own work place tailored to your unique training requirements including pre-course work.

[Click here for more course information](#)

Duration of course:	1 Day plus pre-work
Venue:	Coventry
Cost:	£299 (plus VAT) per delegate



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