



.....  
Transform your Company. Your Projects. Your *Self*.  
.....

# Strategic Engagement Skills

*for Human Resources Professionals*



CENTER FOR  
**STRATEGY REALIZATION**  
*Capabilities for change.*

# Elevate your ability to influence change through 'Strategic Engagement Skills'.

HR Professionals supporting business leaders know from experience that influencing executives and employees to adjust to a fast-changing environment *is the key to getting results*. 'Guiding others through change' is one of the most critical, and at the same time, most underdeveloped capabilities in a professional's repertoire. It is also among the most challenging to develop without guidance, and few disciplines cover it in their curricula. **The Center for Strategy Realization** has helped numerous HR professionals like you address that gap.

The **Strategic Engagement Skills Program for HR Professionals** shows **mid-senior level HR professionals** how to **reach new levels of capability** by applying powerful influence and engagement techniques that *dramatically enhance personal effectiveness, the ability to develop their leaders, and drive results to the bottom line*. This program is ideal for HR Business Partners, OD & Change Professionals, and HR COE Leaders of major projects (e.g., Talent Management, Recruiting, Compensation & Benefits, etc.) that require behavior changes.

**"Absolutely relevant, very insightful.  
Best HR seminar I have been through!"**

~ Director, Human Resources



## Learn to Change Behavior

Built around a comprehensive **change leadership competency assessment**, this program integrates a variety of interactive methods to reveal the most current and effective ways to deepen presence, frame expectations, and reframe difficult issues to effectively influence sponsors, leadership teams, middle level managers and employees to engage in the behaviors necessary for success.

The in-depth, **2.5-day in-class workshop or 8-week virtual live** curriculum is designed for HR professionals committed to becoming effective influencers, successful relationship managers, and great coaches. *The course teaches the full range of practical skills needed to guide others through change.*

Most importantly, the program is specifically designed to teach strategic engagement skills *intuitively, through situations and conversations that HR professionals deal with every day*. With a practical and easy to apply approach, it focuses on modeling the *actual words and techniques* required to support others in leading real world change.

**"I was pleasantly surprised with how many takeaways there are for me in my L&D role!"**

- Director, Learning & Development

**"This is an extremely valuable workshop!  
Instructor's approach and style is great!  
I really enjoyed it."**

- Director, Human Resources

## Achieve Remarkable Results

### For Professionals Leading Change:

- Accelerate project results, consistently achieve tough goals, and position yourself in a *more strategic role*.
- Effectively coach leaders on how to sponsor and execute change.
- Develop a reputation for building relationships that help executives achieve what they say they want.
- Overcome personal agendas; navigate politics of change with less risk.
- Communicate and influence skillfully to break down barriers, reduce friction, and influence motivation.
- Formulate powerful questions that create insights and bring important issues to the surface for resolution.
- Develop the gravitas that is essential to address difficult behavior.
- Facilitate persuasive conversations that move people to action.



*"Experience and insights that are worth their weight in gold ... a success factor in any change is developing, nurturing and supporting leadership in their role as change agents, and at that you're a seasoned pro and effective teacher."*

- Donna S., Head of IT Change Management,  
CN Rail

### Return For Your Executives:

- Realize the business benefits and ROI expected from major initiatives.
- Develop capabilities required to achieve the company's transformation; accelerate results and restore productivity quickly.
- Build a performance culture that achieves vital goals and objectives.
- Engage employees at all levels and prepare key talent for future roles.
- Build the foundation for an agile internal capability that can be deployed to change company culture and drive enterprise goals.

# Solve Your Toughest Issues

High-energy modules immerse you in relevant concepts and cases through application. Program content drives *directly to the core of the most challenging people related issues* on major projects:

**Enhance Sponsorship** Shape behavior patterns for success; together create the compelling story they must tell and reframe key issues.

**Improve Role Positioning** Move from a 'helper' to a strategic advisor; play a value-added development role with sponsors.

**Coach Leadership Teams** Learn incisive questions that align leaders on divisive issues; deal with dysfunction and political challenges.

**Enhance Project Teams** Shape direction faster; improve team decision making and coordination; reduce confusion and conflict.

**Strengthen Middle Management** Artfully guide people managers to localize change and develop the commitment necessary for success.

**Drive Engagement** Learn the *exact* employee dialogue required for change; address deep resistance and non-compliance.

**Develop Accountability** Learn how to deepen accountability and sustain results through persuasive dialogue and other techniques.



*"Applied practicality! That sums up the fabulous experience I had in your program. Before I took this course I knew I was missing something. I quickly found out what; after each module the void was filled!"*

- Tanya N., Director, Change Management Office,  
Manitoba Hydro

*"This was one of the best courses I've ever taken  
....extremely timely and relevant."*

- HR Business Partner



*"The training you offered helped me understand how to change the perception of my role from change management implementer to change management leader & strategic thinker."*

- Estella Boney-Dennis, Deputy Director,  
New York City Transit

*"The course delivery is excellent and intense, real life stories are compelling and impactful... I am happy that the course materials are so thorough and useful."*

- HR/OD Business Partner



*"I learned a lot from this training. You provided me with the ability to look at a change management toolbox and use it more fluidly and strategically. The class was terrific, and I now have a solid grip on change for my everyday work."*

- Jennie E., HR, Employee Engagement Program Lead,  
Mondelez International



## Individual Skill & Project Assessments

Intuitive visual framework unites organization, function & individual change to assure long term memory recall & continued on the job use.

# Develop Skills the Right Way

**Personal Skills Assessment** Participants complete a comprehensive assessment of their competencies across seven dimensions. This creates a detailed roadmap for development and action planning.

**Learning Labs** Focused, short-burst modules dive deep into concepts, surface questions, and sustain energy. Application accelerates ROI.

**Project Assessment** Uncover patterns of success and under-performance on your project; identify actions needed to address.

**Anytime/Anywhere Access** In addition to in-class materials, receive access to a private portal available 24/7 on multiple devices to ensure constant access to tools: assessments, checklists, frameworks, and conversation guides.

**Networking** From mixed group sessions, leverage a high-performing peer group offering a supportive a 'stretch' environment that takes performance to the next level.

**Expert Instructors** Experienced implementation leaders with deep business acumen share insights and guide participants through dynamic discussions and practical examples.

## Enroll today.

Class size is limited. To enroll, discuss group rates, on-site delivery, or train-the-trainer options, please contact us.

Toll Free: 855-700-4CSR Online: [www.center4sr.com](http://www.center4sr.com)

.....

## Transform your Company. Your Projects. Your *Self*.

.....

**“This was a great experience and I would like to see the program cascaded throughout the entire organization. Excellent, applicable content with practical use in the work we do.” - Senior Director, Human Resources**



### ***For More Information:***

Center for Strategy Realization  
123 Town Square Place, Suite #415  
Jersey City, NJ 07310

Toll Free: 855-700-4CSR ■ 855-700-4277  
[support@center4sr.com](mailto:support@center4sr.com)

