

HRE 532 – Strategic HRD

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Course Description

This course is a study of the essential components, research and knowledge base, purposes, contributions and limitations in the planning of Human Resource Development programs in a wide variety of organizational settings.

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Course Objectives

At the completion of the course, participants should be able to:

- Describe the factors that influence planning in HRD environments.
- Develop a systematic planning framework for the HRD function.
- Apply strategic planning concepts to emerging issues/trends in HRD practice.

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Course Content

Week 1: Before the Vision

- Introduction
- Philosophies of HRD

Week 2: Purpose of Planning

- Organizational Outcomes
- The Strateging Planning Process
- Supporting Planning, the Role of HRD
- HRD Planning Outcomes

Week 3: Defining the Current State

- Business Strategy, Goals, and Direction
- Environment

Week 4: Assessment of the HRD Function

Week 5: Establishing Dirction

- Alighment and Integration
- Benchmarks, Models, and Standards
- Creating the VIsion

Week 6: Developing the Plan

- Mission, Goals, and Initiatives

- Roles and Responsibilities

Week 7: Identifying and Leveraging Resources

Week 8: GOVERNANCE and Review

Week 9: Implementing Change

- Project Planning
- Generating buy-in
- Metrics

Week 10: Effectiveness Reviews

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Grading Criteria

Final grades will be based on the total points earned during semester. Points per assignment are displayed below in the Assignment Summary.

Final grades are based on 200 total points.

Criteria	Grade
186-200	A
180-185	A-
172-179	B+
166-171	B
160-165	B-
152-159	C+
146-151	C
140-145	C-

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Course Requirements

This course requires students to:

- Read all assigned readings and supporting lesson elements for each module
- Actively participate in all class activities, group projects, and discussions;
- Attendance in the synchronous sessions is required. If you cannot attend a session please notify me via e-mail;
- Complete and submit all assignments on time, late assignments will have a negative effect on grades.

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Assignment Summary

Week	Assignments
1	Personal Philosophy of HRD/Planning Team Review of personal philosophy statements (Team)
2	A Case study on the Purpose of the HRD Effort (Individual) Review the case study (Team)
3	Book review (Individual)
4	
5	Book Dialog (Pair) Article Abstract, Benchmarks, Models and Standards (Individual)
6	Business Case Study Analysis (Individual)
7	Resource Model
8	Article Abstract, Implementing Strategic Plans (Individual)
9	E-Learning: Implication for Planning (Team)
10	Individual Development Plans (Individual)

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