

**HRODC Postgraduate Training Institute,
A Postgraduate-Only Institution,
Verified by, & Registered With,
UK's Department for Education.**



#128

**Organisational and Human Resource
Strategy Life Cycle: Human Resource
Strategy Formulation, Implementation and
Review, Postgraduate Short Course.**

Leading To:

**Diploma – Postgraduate – in
Organisational and Human Resource
Strategic Management, 60 Credit-Hours.**

**Accumulating to a Postgraduate Certificate,
with 120 additional Credit-Hours, and a**

**Postgraduate Diploma, with 300 additional
Credit-Hours.**

Diploma - Postgraduate - in Organisational and Human Resource Strategic Management, 60 Credit-Hours Page 1 of 18



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Primary Website: <https://www.hrodc.com>.
Prof. Dr. R. B. Crawford, Director.**

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Prof. Dr. R. B. Crawford - Director
PhD (UCL – Uni London); MEd M. (Uni Bath); PGC IS (Uni West London);
Adv Dip Sc Ed (Uni Bristol); PG Dip Doctoral Research Supervision
(Uni Wolverhampton); F.I.M.S.; HR Specialist (I.M.S.);
Executive M. AOM; M. AAM; M. ISGS; M. SCOS; M. RG.



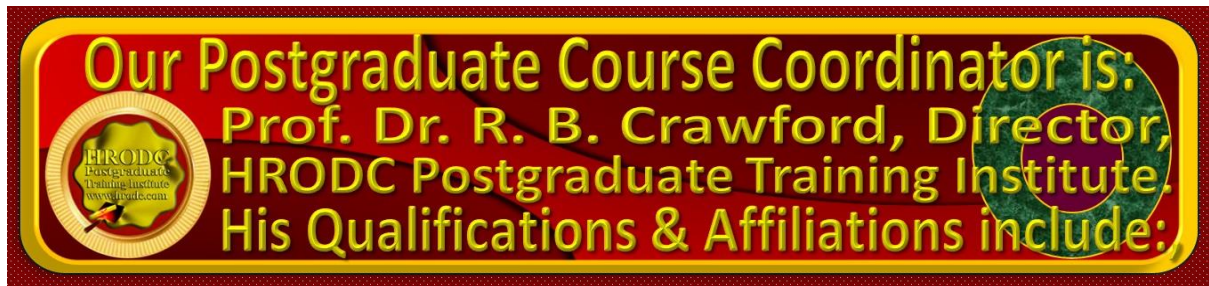
Featured PG Dip; PG Cert; Dip PG.
Click For Details!



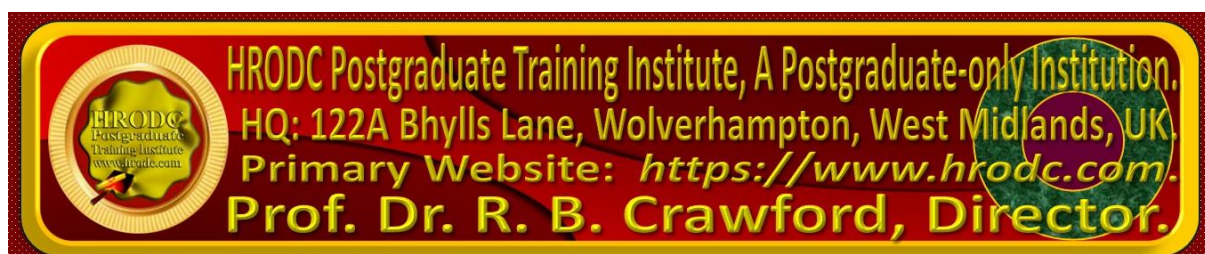
General Diploma: Access To Postgraduate.
Click For Details!



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- Doctor of Philosophy {(PhD) {University College London (UCL) - University of London}};
- MEd Management (University of Bath);
- Postgraduate (Advanced) Diploma Science Teacher Ed. (University of Bristol);
- Postgraduate Certificate in Information Systems (University of West London, formerly Thames Valley University);
- Diploma in Doctoral Research Supervision, (University of Wolverhampton);
- Teaching Certificate;
- Fellow of the Institute of Management Specialists;
- Human Resources Specialist, of the Institute of Management Specialists;
- Member of the Asian Academy of Management (MAAM);
- Member of the International Society of Gesture Studies (MISGS);
- Member of the Standing Council for Organisational Symbolism (MSCOS);
- Member of ResearchGate;
- Executive Member of Academy of Management (AOM). There, his contribution incorporates the judging of competitions, review of journal articles, and guiding the development of conference papers. He also contributes to the Disciplines of:
 - Human Resources;
 - Organization and Management Theory;
 - Organization Development and Change;
 - Research Methods;
 - Conflict Management;
 - Organizational Behavior;
 - Management Consulting;
 - Gender & Diversity in Organizations; and
 - Critical Management Studies.



Professor Dr. Crawford has been an Academic in the following UK Universities:

- University of London (Royal Holloway), as Research Tutor;
- University of Greenwich (Business School), as Senior Lecturer (Associate Professor), in Organisational Behaviour and Human Resource Management;
- University of Wolverhampton, (Wolverhampton Business School), as Senior Lecturer (Associate Professor), in Organisational Behaviour and Human Resource Management;
- London Southbank University (Business School), as Lecturer and Unit Leader.

His responsibilities in these roles included:

- Doctoral Research Supervisor;
- Admissions Tutor;
- Postgraduate and Undergraduate Dissertation Supervisor;
- Programme Leader;
- Personal Tutor.

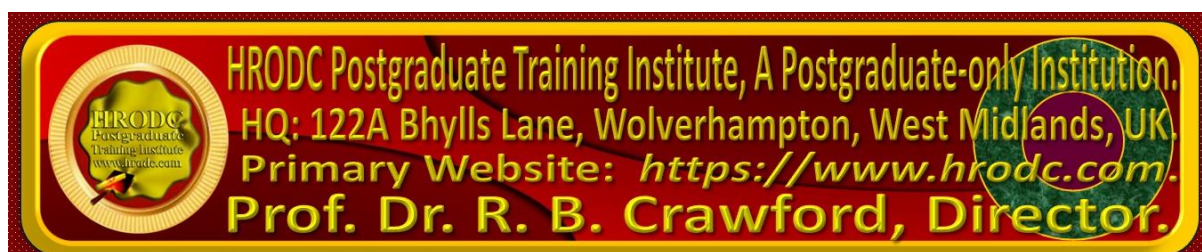
He was formerly an Expatriate at:

- Ministry of Education, Sokoto, Nigeria;
- Ministry of Science and Technical Education, Sokoto, Nigeria;
- University of Sokoto, Nigeria;
- College of Education, Sokoto, Nigeria; and

Former Editor-In-Chief of 'Sokoto Journal of Education'.



- Business Professionals
- Strategic Management Consultants
- Owners and senior executive strategic management processes in their organisations
- Strategic Planners
- General Managers



- HR Superintendents
- Team Leaders
- Decision Makers
- Managers and supervisors who want to expand their strategic planning skills and management perspective
- Department Heads
- HR Professionals
- Vice Presidents and Directors of specialty functions within HR Directorate
- Committee members with HR accountability
- All others desirous of enhancing their expertise in Organisational and Human Resource Strategy Formulation, Implementation and Review.

10-Day Course Duration & Cost:

- * In-Venues Duration: 10 Days;
- * Online Duration: 20 Days (3 Hrs. Per Day).
- * In-Venues Cost: £10,000.00 Per Delegate;
- * Online Cost: £6,700.00 Per Delegate;
- * Group Cost: Varies with its Size.

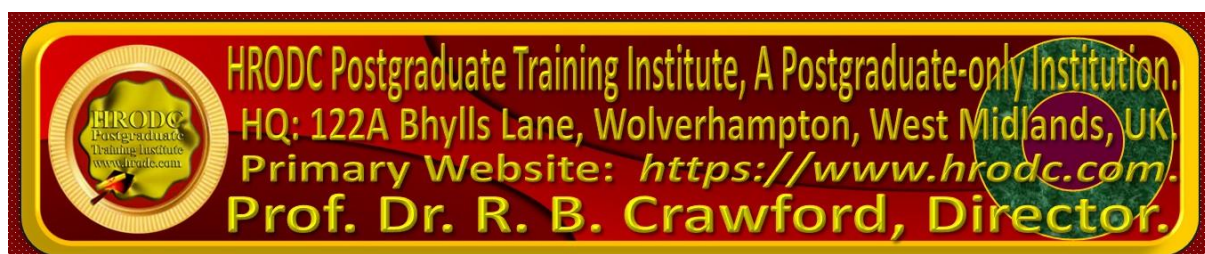
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- Snacks on Event Days;
- Lunch on Event Days;
- City Tour;
- Stationery;
- On-site Internet Access;
- Postgraduate Diploma; Postgraduate Certificate; Diploma – Postgraduate; or
- Certificate of Attendance and Participation – if unsuccessful on resit.



- Leather Conference Folder;
- Leather Conference Ring Binder/ Writing Pad;
- Key Ring/ Chain;
- Leather Conference (Computer – Phone) Bag – Black or Brown;
- 8-16 GB USB Flash Memory Drive, with Course Material;
- Branded Metal Pen;
- Branded Polo Shirt.; &
- Branded Carrier Bag.





Daily Schedule:
09:00 To 16:30
But may Vary, with Location.

Our Scheduled Delivery Locations Include:

- * **Amsterdam, Netherlands;**
- * **Brussels, Belgium;**
- * **Central London, UK;**
- * **Dubai, United Arab Emirates (UAE);**
- * **Kuala Lumpur, Malaysia; &**
- * **Paris, France.**

Other Locations, & Inhouse, on Request.




Organisational and Human Resource Strategy Life Cycle:
Human Resource Strategy Formulation, Implementation and Review ,




Postgraduate Course

Leading to:
Diploma – Postgraduate - in:
Organisational and Human
Resource Strategic Management,
60 Credit-Hours.

Accumulating to a Postgraduate Certificate,
With 120 additional Credit-Hours, and a
Postgraduate Diploma, with 300 additional Credit-Hours.



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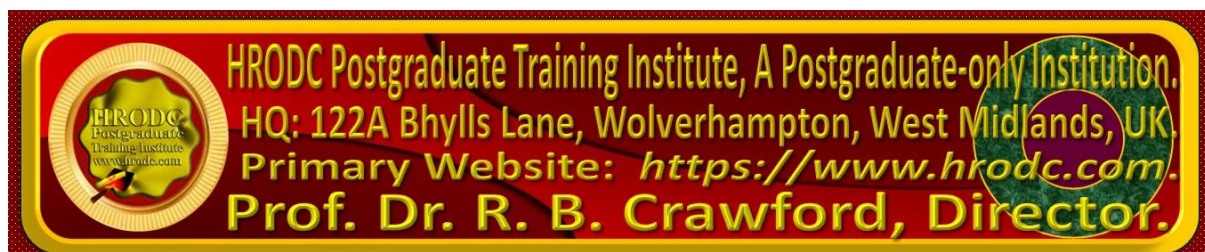
Postgraduate Course Objectives.



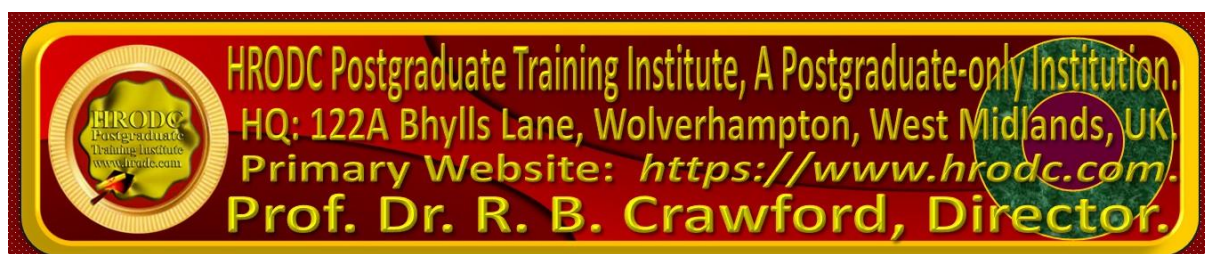
By the conclusion of the specified learning and development activities, delegates will be able to:

- Provide a succinct definition of strategy, that demonstrates its conceptual internalization;
- Explain, with suitable examples, the 5Ps of Strategy, viz.:
 - Strategy as a Plan
 - Strategy as a 'Ploy'
 - Strategy as a Pattern
 - Strategy as a Position
 - Strategy as a Perspective
- Exhibit a heightened understanding of the 'Strategy Process';
- Deconstruct Strategic Decisions, highlighting their major characteristics;
- Explain the difference between strategy and strategic management, on the one hand, and operational management, on the other;
- Provide a contextualized definition of a Strategic Business Unit (SBU);
- Distinguish between differing organizational levels, in relation to management and decision-making;
- Determine the differences in strategic priorities in relation to specific organizational levels – viz. corporate, business, and operational;
- Exhibit a heightened understanding of the 'Corporate Strategy Model';
- Understand the basic vocabulary of strategy, as used in different contexts;
- Define, with own organization's examples, the issue of 'Strategic Position';
- Illustrate the factors influencing effective Strategic Choice;
- Demonstrate a heightened awareness of the concept of synergy, in the context of effective organisational functioning;
- Elucidate the contextual relationship between strategic alliance and 'synergistic gains'.

- Conduct an internal organisational analysis;
- Conduct a Strengths and Weaknesses Analysis;
- Conduct an External Organisational Analysis;
- Define the context of the External Uncontrollable Environment;
- Determine their own organisation's External Environment;
- Suggest the opportunities available to their own organisation;
- Identify any threats that the external environment pose to their own organisation's effectiveness;
- Create an 'Internal-External Organisational Analysis Matrix';
- Conduct a full-scale 'Strengths - Weakness - Opportunities - Threats (SWOT) Analysis';
- Manage SWOT through 'exploitation' and 'circumvention';
- Demonstrate an understanding of the Opportunities and Threats Posed to their own organisation, by:
 - Political Factors;
 - Economic Factors;
 - Social Factors;
 - Technological Factors;
 - Environmental Factors;
 - Legal Factors.
- Conduct a 'PESTEL Analysis';
- Perform an 'Environmental Scan', using Porter's Five Forces Analysis:
 - Supplier power
 - Buyer power
 - Competitive rivalry
 - Threat of substitution
 - Threat of new entry
- Conduct a 'Competitive Analysis', using Porter's Four Corner's Analysis:
 - Drivers
 - Current Strategy
 - Management Assumptions
 - Capabilities
- Conduct a Value Chain Analysis, using:



- Company Mission
 - Industry Type, and
 - Value System
- Use an Early Warning Scans to effect Competitive Analysis, on the basis of:
 - Market definition
 - Open Systems
 - Filtering.
 - Predictive intelligence.
 - Communicating intelligence
 - Contingency planning.
 - A cyclical process.
 - Formulate Competitive Scenarios for War Game Simulations.
 - Exhibit an appreciation for the importance of the different success factors in the operation of the organization.
 - Understand the underlying concepts of Key Success Factors (KSFs).
 - Identify the different KSFs of their respective organisation/business.
 - Determine what drives the business to succeed in the industry in which it is engaged.
 - Determine how the KSFs can help the organization achieve its goals and missions.
 - Ensure that the KSFs are correctly identified and pursued.
 - Exhibit their ability to determine which among the KSFs will work effectively for their organization/business.
 - Formulate strategies to optimize the organisation's /business's performance.
 - Establish the fundamentals of strategic planning.
 - Suggest ways to adapt to a changing environment more efficiently.
 - Evaluate the efficiency of their organisation/business operations.
 - Enumerate the various kinds of key result indicators.
 - Distinguish between performance and result indicators.
 - Demonstrate their understanding the underlying concepts of Key Performance Indicators (KPIs).
 - Determine how the performance of organizations, business units and their divisions, departments and employees are assessed through KPIs.



- Give examples of KPIs.
- Explain how KPIs help an organisation measure progress towards its goals.



Postgraduate Course Contents, Concepts, and Issues.

Dip. Postgraduate Course Outline.

While, so far, we have Provided Pertinent **Information, Incorporating: Learning Objectives, Duration, Cost, Target Audience, & Coordinator.**

We have withheld Details of: **Course Contents, Concepts, & Issues.**

Delegates will receive the Specifics in attendance, **At our International Locations, & Online.**




Part 1: Understanding Strategy and Strategic Relations


Part 2: Contextualising Strategy: Employing Strategic Analytic Tools

Part 3: Key Success Factors and Key Performance Indicators

Part 4: Key Performance Indicators



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**Regulation For The Awards of:
Postgraduate Diploma;
Postgraduate Certificate; &
Diploma – Postgraduate.**




**Diploma – Postgraduate; Postgraduate Certificate; &
Postgraduate Diploma Awards.**

Postgraduate Short Courses are of a minimum of five days' In-Venues (10 days' Online) but less than 6 weeks' In-Venues (less than 10 weeks' Online) duration, are referred to as Diploma – Postgraduate. This means that they are postgraduate credits, towards a Postgraduate Certificate and Postgraduate Diploma. Postgraduate Certificate and Postgraduate Diploma represent Programmes of Study, leading or accumulating to Awards bearing their title prefixes. While we, refer to our short studies, detailed above, as 'Courses', those with duration of 6 weeks or 12 weeks In-Venues (10- and 20-weeks' Online) are labelled 'Programmes'. Nevertheless, we conform to popular usage, by often referring to all study durations as 'Courses'. A mark of distinction, though, is that participants in a short course are referred to as 'Delegates', as opposed to the ascription 'Students', which is confined to those studying a Postgraduate Programme.

In line with the above notion, a Postgraduate Certificate might be earned through a 6 weeks' Intensive In-Venues Study, or 10 Online Delivery. Similarly, a Postgraduate



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Diploma might be studied for 12 weeks In-Venues or 20 weeks. They might also be taken through a blend of both modes, providing that a minimum of 6 and 12 Credits and 180 or 360 Credit-Hours, respectively, are earned. You might Pick and Mix Courses, to create your preferred blend of Disciplines, or follow a predesigned Specialist route. They might accumulate from our Postgraduate Short Courses, or through continuous study. [Please click to view and download our List of Specialist Postgraduate Certificate, and Postgraduate Diploma Programmes](#)

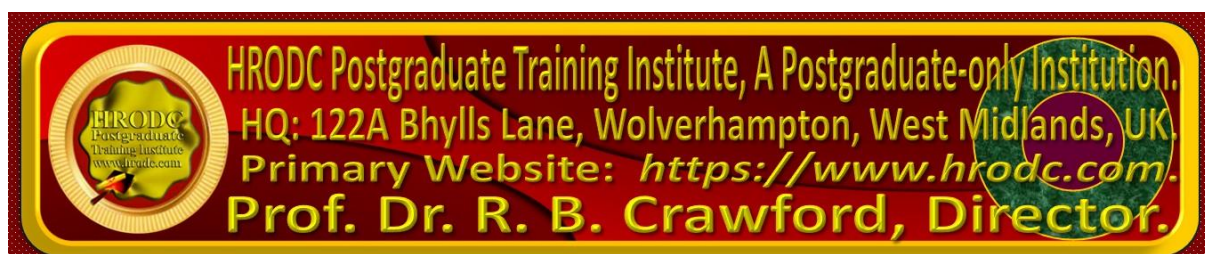


Credit-Hours and Credit-Values, in Diploma – Postgraduate - Award

Credit-Hours are the actual amount of time that a lecturer or tutor spends with his or her students or delegates, in both In-Venues and Online Deliveries. Each Five-Day In-Venues, or a Ten-Day Online (3 hours per day) Course consists of 30 Credit-Hours, while a 6-Day In-Venues (12-day Online) course amounts to 36 Credit-Hours. Because Credit-Values are calculated in multiples of 30 Credit-Hours, 60-89 Credit-Hours have a Double-Credit (2 Credit) value, while 90 Credit-Hours earn a Triple-Credit (3 Credits).

A delegate who successfully completes a Postgraduate Short Course of 30 or more Credit-Hours, but which is less than 180 Credit-Hours (Postgraduate Certificate), is awarded a Diploma – Postgraduate. This Award is assigned Credit-Values and Credit-Hours, as are exemplified by the following:

1. Diploma – Postgraduate – in Organisational Change Management, 30 Credit-Hours;
2. Diploma - Postgraduate - in Trainer Training: Training for Trainers, Double-Credit, 60 Credit-Hours:



3. Conveyancing and Property Valuation: Property Law, Double-Credit, 72 Credit-Hours:
4. Diploma – Postgraduate – in University and Higher Education Administration, Triple-Credit, 90 Credit-Hours;
5. Diploma – Postgraduate – in Tourism and International Relations, Quad-Credit, 120 Credit-Hours.

As in the first example, above, where the Credit-Value is not noted in an Award, it must be assumed that it is a Single-Credit Value.

Postgraduate Diploma Award

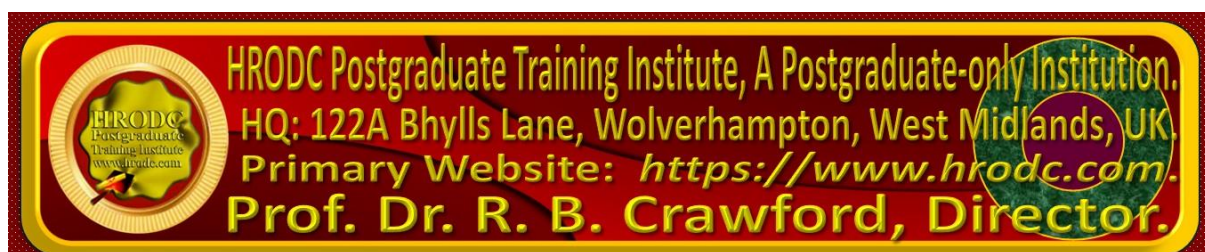
A Postgraduate Diploma Award is achieved with a minimum of 360 Credit-Hours, through continuous study, or an accumulation of Credit-Hours.

Postgraduate Certificate Award

A Postgraduate Certificate might be gained with a minimum of 180 Credit-Hours, through continuous study or Credit-Hours' accumulation.

Cumulative Postgraduate Certificate, and Postgraduate Diploma Awards

All Postgraduate Short Courses accumulate to a Postgraduate Certificate and a Postgraduate Diploma, on a 'Pic and Mix' or Specialist basis. This means that we maintain academic records for each delegate, indicating the courses studied, with their Credit-Value and Credit-Hours, as are indicated above, '**Credit-Hours and Credit-Values, in Diploma – Postgraduate – Award**'. The Credit-Hours are aggregated to accumulate to at least 180 and 360 Credit-Hours, for a Postgraduate Certificate and a Postgraduate Diploma, respectively. Each Short Course Award (below a Postgraduate Certificate) indicates both its Credit-Value and Credit-Hours, excepting for Single-Credit.



Accumulated Postgraduate Certificate, and Postgraduate Diploma Awards

All Specialist Postgraduate Certificate and Postgraduate Diploma Programmes have predetermined Award Titles. Delegates who do not follow a specialism, for accumulation to a Postgraduate Certificate and Postgraduate Diploma, receive a Generalist, rather than a Specialist, Award. However, a Specialist Award is given to delegates who studied at least seventy percent (70%) of their courses in a specialist grouping, as are exemplified above, under the heading **'Postgraduate Diploma and Postgraduate Certificate Specialist Award Titles'**.

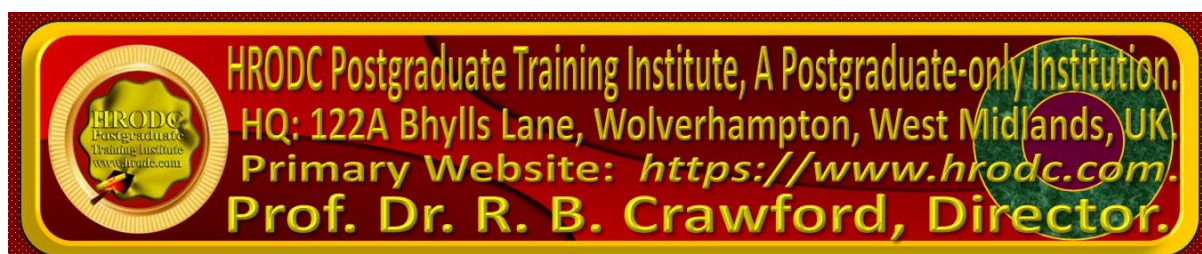


Applicants for Diploma – Postgraduate; Postgraduate Certificate; and Postgraduate Diploma are required to submit the following documents:

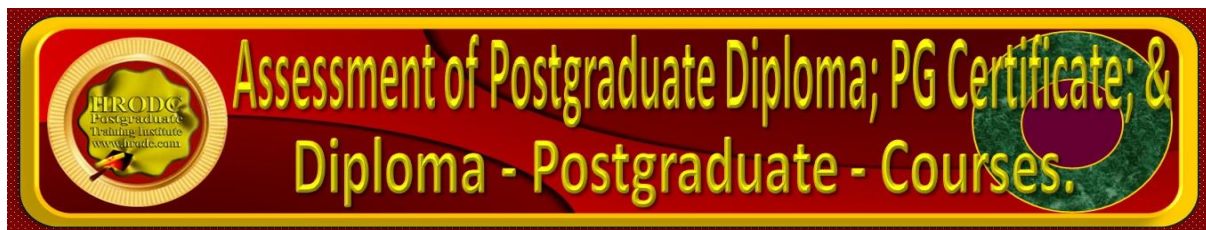
- Completed Postgraduate Application Form, including a passport sized picture affixed to the appropriate section;
- A copy of Issue and Photo (bio data) page/s of the applicant's current valid passport or copy of 'Photo-embedded' National Identity Card;
- Copies of credentials stated in the Application Form.

Admission and Enrolment Procedure

- On receipt of all the above documents, they will be forwarded to our 'Admissions Committee', which will assess applicants' suitability for the Course or Programme for which they have applied;
- If they are accepted on their chosen Course or Programme, they will be notified accordingly, and sent Invoices;



- Upon receipt of an applicant's payment, we will send him or her an Official Payment Receipt, and Admission Letter, bearing a copy of the Passport-Type in the respective Application Form.
- Those intending to study in a foreign country, and require a Visa, will be sent the necessary **Immigration Documentation**, to support their application;
- **Joining Instruction** will be sent to Students and Delegates, on time to prepare for their enrolment. The incorporated information include:
 - Venue Name, Location, with specific address;
 - Details of Airport Transfer, where appropriate;
 - Start date and time;
 - Registration details;
 - Daily Schedule;
 - Local Transportation Details;
 - Residential Accommodation Details;
 - Leisure and Shopping Facilities, in the area;
 - General Security Information; among others.

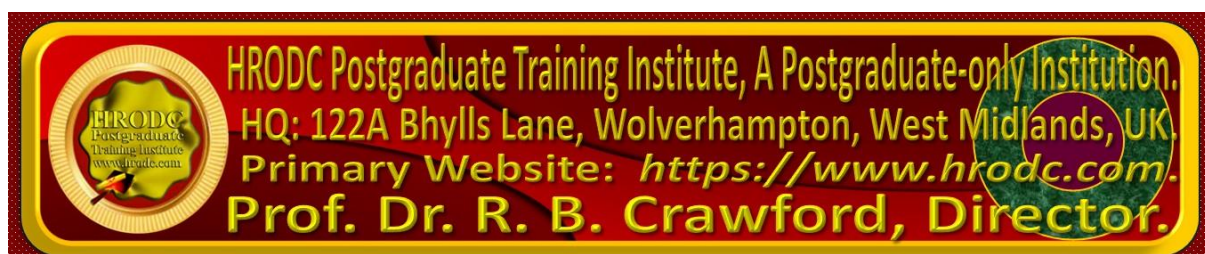


Because of the intensive nature of our Courses and Programmes, for In-Venues, and Online modes, assessment will take place during or at the end of the **'active teaching period'**, adopting differing formats. These structures include, but are not limited to:

- In-Class Tests;
- Text-Case Analyses;
- Video-Case Analyses;
- 'Out-of-Class Assignments';
- Individual Presentations;
- Group Presentations; and
- End of Course Examinations.

Based on these assessments, successful candidates will receive either a:

Diploma - Postgraduate - in Organisational and Human Resource Strategic Management, 60 Credit-Hours **Page 16 of 18**



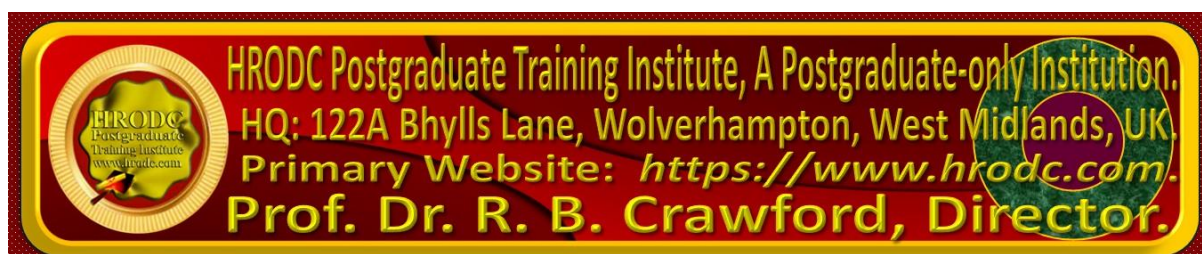
- Diploma – Postgraduate - Award;
- Postgraduate Certificate Award; or
- Postgraduate Diploma Award.

For all the above Awards, a minimum of 70% overall pass is expected. To receive the Awards of Postgraduate Certificate and Postgraduate Diploma, candidates must have accumulated at least the required minimum 'Credit-Hours', with a pass (of 70% and above) in at least 70% of the courses taken.

Delegates and students who fail to achieve the requirement for Postgraduate Certificate, Postgraduate Diploma, or Diploma - Postgraduate - will be given support for 2 re-submissions for each course. Those delegates who fail to achieve the assessment requirement for the Postgraduate Diploma or Diploma - Postgraduate - on 2 resubmissions, or those who elect not to receive them, will be awarded the Certificate of Attendance and Participation.



You might study a Postgraduate Diploma, or Postgraduate Certificate, in 20 or 10 weeks, respectively, in the comfort of your offices or homes, through our Postgraduate Training Institute's Online Delivery Mechanism. We are committed to your achieving the 360 or 180 Credit-Hours, respectively, in line with our **Regulation**, within the stipulated timeframe. The direct "Student-Lecturer-Contact-Times" of 3 hours per day, 6 days per week will ensure that these requirements are met. We aim to fit the tuition around your work, family commitment and leisure, thereby enhancing your maintenance of an effective 'work-study-life-style balance', at times convenient to you and your appointed tutor.





[Click, or copy and paste the URL, below, into your Web Browser, to view our Service Contract, incorporating Terms and Conditions.](https://www.hrodc.com/Service_Contract_Terms_and_Conditions_Service_Details_Delivery_Point_Period_Cancellations_Extinuating_Circumstances_Payment_Protocol_Location.htm)

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The submission of our application form or otherwise registration by of the submission of a course booking form or e-mail booking request is an attestation of the candidate's subscription to our Policy Terms and Conditions, which are legally binding.

