



HR Strategy and Training

Cross-functional Strategic Policy Integration

Course Introduction

This course focuses on integrating strategic policies across different organizational functions and ensuring their collective alignment with overall business strategy.

Target Audience

- Policy Analysts & Advisors
- Public Administrators & Civil Servants
- Regulatory & Compliance Officers
- Interagency & Cross-Governmental Coordinators
- Chief Strategy Officers (CSOs) & Business Leaders
- Corporate Policy & Risk Management Professionals
- HR, Finance, and Operations Leaders involved in policy implementation

Learning Objectives

At the end of the training course, participants will be able to

- Understand the interdependencies between policies across various business functions
- Develop skills in cross-functional policy development and governance
- Learn strategies for managing policy conflicts and ensuring organizational alignment
- Gain insights into creating a cohesive policy framework that supports overall strategy

- Master techniques for fostering cross-functional collaboration in policy implementation

Course Outline

- **01 Day One**

- Cross-functional Policy Landscape**

- Mapping the interconnectedness of organizational policies
 - Understanding policy impacts across different business functions
 - Identifying strategic touchpoints for policy integration
 - Case study: Successful cross-functional policy integration

- **02 Day Two**

- Collaborative Strategic Policy Development**

- Techniques for cross-departmental policy creation
 - Stakeholder management in multi-functional policy development
 - Aligning functional policies with overarching strategy
 - Workshop: Developing an integrated strategic policy

- **03 Day Three**

- Managing Policy Conflicts and Synergies**

- Identifying and resolving cross-functional policy conflicts
 - Leveraging synergies between functional policies
 - Creating a unified strategic policy framework
 - Group exercise: Resolving cross-functional policy dilemmas

- **04 Day Four**

- Implementing Integrated Policies**

- Strategies for rolling out integrated policies across functions
 - Change management for cross-functional policy adoption
 - Fostering a culture of collaborative policy implementation
 - Role-playing: Managing stakeholders in integrated policy rollout

- **05 Day Five**

Governance and Continuous Alignment

- Establishing governance structures for integrated policies
- Techniques for ongoing cross-functional policy alignment
- Measuring the collective impact of integrated policies on strategy
- Action planning: Creating a cross-functional policy integration roadmap

Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
May 11, 2025	May 15, 2025	5 days	4250.00 \$	KSA - Riyadh
July 28, 2025	Aug. 1, 2025	5 days	4250.00 \$	UAE - Abu Dhabi
Dec. 1, 2025	Dec. 5, 2025	5 days	5950.00 \$	Switzerland - Zurich