

# Advanced Human Resources Management Training

## Description

### Introduction

Changing business environments more than ever demand creative solutions from International HR departments to ensure the strategic harmony within the business is maintained.

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HR should be seen as having an important role to play rather than just an overhead cost. The challenge for how HR contributes to the business will demand a major rethink by the HR managers and staff and then equally as important how to measure that contribution.

### The course focuses on:

- Changes in Business and the demands on HR
- What HR Strategic Thinking is ‘and what it looks like’
- Translating the HR Strategy into Meaningful Action
- Examining Changes in Culture
- How International HR functions now and in the future
- Demonstrating how HR can benefit the Organization

### Objectives

- Develop your understanding of HR Strategic Thinking and it’s place in business:
- Experience new HR framework and understand the resulting organization structural changes needed
- Assessing the existing position and develop future strategies including case study
- Understand and use strategic models and implementation processes to deliver future based results
- Understand and be able to deliver corporate seminars to initiate organisational cultural changes
- Explore new motivational model(s) to re-energizing the organization
- Develop existing appraisal systems to produce measurable improvements in performance and competency performance- case study
- Understand and be able to use your own creativity to improve HR performance

- New approaches to pay and benefits
- Explore knowledge management and the expanding role of emotional intelligence in tomorrow's organization
- Creating added value to satisfy business key performance indicators

**The Contents:**

**Day 1**

**Business expectations and the demands placed on Human Resources**

- Introductions & Global Change on People Management
- With an overview of traditional HRM activities & HRM strategy for 21 century
- Successful Change Management.
- Impact of technology on future businesses – case study
- Need to change organisational structures- exert from TV seminar
- How changing internal and external customer needs will affect all current HR concepts
- Where are you now? The HR change model – questionnaire and discussion

**Day 2**

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**How strategy works – the models and implementation**

- Strategic models – how they work – case studies
- Mission statements, measurement tools and monitoring progress
- Strategic models for use within the organization, and measurement
- Creativity and innovation – their role in strategic thinking, including exercises

**Day 3**

**Translating strategy into action and examining changes in corporate culture**

- How strategy is translated into business plans
- The use of modeling to produce plans that can be measured
- Creating HR quality plans –how to do it –practical exercises
- Delivering measurable HR business benefits
- Fail to \Plan – Plan to Fail

**Day 4**

**Significant changes in how International HR will function in the future**

- Process re-engineering HR activities
- The three tier model for HR –benefits to the business
- Managing and developing Human Capital
- Developing, measuring and employing competencies in Performance management
- Use of Corporate culture –how to develop a corporate culture template –practical case study and exercise
- The changing function of recruitment, psychometric testing and Personality questionnaires

**Day 5**

**Significant HR actions that can help improve the efficiency of the organization**

- Understanding rightsizing the organization – an ongoing process
- How pay and conditions can dramatically improve productivity – at no extra cost to the organization
- A new look at performance appraisal- ensuring year on year improvements in competency and performance
- How motivation can change measurable results
- Corporate communications- a new role for HR?
- Managing trends; knowledge management, home working, predictive forecasting
- Developing a personal action plan.

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