

HUMAN RESOURCE MANAGEMENT

5-Day Corporate Training Programme

OVERVIEW

Human Resource Management is a five-day professional training programme covering the evolution from administrative HR to strategic business partnership. It explores strategic advice, talent and succession management, performance and rewards, organizational development, workforce engagement and human capital analytics through practical discussions and exercises. A key emphasis throughout the programme is the practical implementation of known HRM best practice that aids organisation success.

WHAT YOU WILL ACHIEVE

Upon the completion of this program you will be able to:

- The raising of capability and confidence to deliver improved HRM services
- Identification of the 5 key impactive HRM services that aid organization success
- Recognition of the best practice structures and capabilities that make the HRM business partner model "work"
- Connect performance and rewards to people management
- Use HR metrics and analytics to inform organizational decisions

WHAT YOU WILL LEARN

Day 1: Strategic HR Management

- HR as a Strategic Partner
- From Administration to Business Impact
- HR strategy
- 5 Key Services!!!
- Strategic Advice & Counsel

Day 2: The Talent Provision

- Resourcing & Recruitment – Best Talent
- Criteria based interviewing
- Identifying and Developing HIPOs
- Succession planning
- Link to P & D approach

Day 3: Performance & Rewards Management

- Performance Deliverables
- Reviews, Recognition and Improvement
- Market Positioning
- Rewards (Cash & Benefits)
- Coaching & Mentoring

Day 4: AI& Data Fundamentals for Human Capital Management

- HR Metrics – Key areas to track and improve.
- HR and Business Data Priorities
- AI – Future HCM Trends and responses.
- AI – Governance, Competitive Advantage & Engagemen

Day 5: Organization Development

- Values
- Diversity
- Engagement
- Employer of Choice
- Design for Efficiency

METHODOLOGY

Well-balanced theoretical and practical methodology, which includes interactive discussions, case studies, interactive activities/exercises and assignments to understand the concepts and their applicability

EVALUATION CRITERIA

Participants must have attended the sessions **at least 80%** of the sessions in order to receive a CERTIFICATE from Asia Pacific Regional Hub - Corporate Training Division of EIU-Paris

SPECIAL FEATURES YOU WON'T FIND ANYWHERE ELSE ...

Discussions are based on extensive practical experience, not just theory. Engaging interactions characterize the training sessions from start to finish, keeping everyone involved in the learning process, and applying what is learned to real-life work situations and circumstances. Collaborative work is assigned for enhance learning and mastery of knowledge and/or skills.

FEE & PAYMENT

USD 2,150/ per person

Fee Includes:

- 5-Day Training (Total 25 hours)
  - Time: 9.00 AM - 3.00 PM (1-Hour Lunch Break)
- Globally Recognized Professional Certificate
- Digital Training Resources
- Essential Stationery
- Tea/Coffee Breaks
- Working Lunches

**Note:* all other expenses are to be borne by participants.