

# Human Resources Management Course

## Venue Information

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**Venue:** London UK

**Place:**

**Start Date:** 2025-12-15

**End Date:** 2025-12-19

## Course Details

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**Net Fee:** £4750.00

**Duration:** 1 Week

**Category ID:** HRMC

**Course Code:** HRMC-28

## Syllabus

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### Course Syllabus

#### Introduction

In order to satisfy today's ever increasing business requirements, Human Resource Managers need to respond by delivering effective creative solutions on a global scale to ensure HR maintains the strategic harmony of the business and the decision makers/leaders.

HR cannot be seen as a burdensome cost, it must create the opportunities and environment to support, and where necessary, lead key business initiatives.

HR has an increasingly important role to play; the challenges for the future will mean a significant re think of how HR currently contributes to the business, but just as importantly how it's contribution and value is measured.

- Have a unique opportunity to sample a number of HR delivery measurement and assessment tools
- Master HR strategic thinking using an straight forward approach
- Be able to improve organisational performance by adopting a new approach to staff development and retention

## **Objectives**

- Experience new HR frameworks and understand the potential resource development improvements required
- Use the new Human Resource maturity model to assess the 'departments health' and develop appropriate strategies
- Understand and use strategic models and implementation processes to deliver future focused requirements
- Use an organisational model questionnaire to plot the current 'performance' of the organisation
- Understand and be able to create/deliver corporate programmes to initiate organisational cultural changes
- Examine new motivational model(s) and questionnaires to re-energizing the organisation
- Develop existing, or create new appraisal systems to produce measurable improvements in performance and competency skill sets
- Understand and be able to develop creativity within the team to improve HR performance
- Consider the implications of pay, benefits and rewards when linked to performance reviews
- Explore knowledge management along with the expanding role of emotional intelligence in tomorrows organisation
- Create added value to satisfy key HR performance indicators

## **Content**

### **Day One**

#### **Changing business expectations and the resulting demands placed on Human Resources**

- Introductions
- Businesses experiencing global change
- The impact of technology, and the way business will be conducted in the future – case study
- The need to change organisational structures to match the business needs – Video
- How changing internal and external customer requirements will impact on all current HR concepts
- Where are you now? The HR change model -questionnaire analysis and discussion
- Day one review

### **Day Two**

#### **How strategy works - Examining the models, implementation and measurement strategies**

- Strategic models – the value and how they work including case studies
- Mission statements, measurement tools and monitoring progress and celebrating improvements
- Strategic models for use within the business, incorporating organisational tools for managing conflicting activities
- Creativity and innovation – their role in strategic thinking, Including exercises

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- How strategy can be translated into business plans
  - Model to produce plans that can be measured
  - Creating HR quality plans – how leading international companies to do it, practical exercises
  - Assessing bottom line benefits and delivering measurable business benefits
  - How organisations fall into the trap of failing to plan – planning to fail
  - End of day review

## **Day Four**

### **Significant changes in how International HR will function in the future, and the implications**

- Process and staff re-engineering HR activities
- The three tier model for HR –benefits to the business
- Managing/ developing Human Capital and knowledge management
- Developing, deploying and measurement of competencies in successful performance management processes
- Using Corporate culture –how to develop a corporate culture template –practical case study and exercise
- Running successful recruitment campaigns using, psychometric testing' personality questionnaires and competency frameworks
- End of day review

## **Day Five**

### **Demonstrating how specific HR actions can help improve the efficiency of the organisation**

- Monitoring of the manpower plan, understanding rightsizing the organisation – an ongoing process
- How pay and conditions strategies can dramatically improve productivity – at no extra cost to the organisation
- Reviewing performance appraisals – delivering year on year improvements in competence and performance
- How a new motivation model, and motivational tools/techniques can achieve measurable results
- Successful corporate communications – a new role for HR?
- Managing trends; intellect management, remote working, using predictive forecasting methods
- End of programme review