Advanced Human Resources Management Course

Venue Information

Venue: London UK

Place:

Start Date: 2026-11-03

End Date: 2026-11-07

Course Details

Net Fee: £4750.00

Duration: 1 Week

Category ID: HRMC

Course Code: HRMC-49

Syllabus

Course Syllabus

Introduction

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

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

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

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

- 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.