

The Business of HR

Venue Information

Venue: London UK

Place:

Start Date: 2025-07-14

End Date: 2025-07-18

Course Details

Net Fee: £4750.00

Duration: 1 week

Category ID: HRMC

Course Code: HRMC-6

Syllabus

courses Syllabus

Introduction:

In a world marked by rapid and transformative change, organizations face unprecedented challenges in terms of growth, competition, and market dynamics. To thrive in such an environment, companies must leverage their human capital to create tangible value, control costs, and maintain competitiveness. Skilllinx presents a practical and immersive courses designed to demonstrate how the HR function can be a source of competitive advantage, highlighting the crucial policies needed for success.

Objectives:

- Leadership Style: Optimize employee management at all levels for maximum effectiveness.
- Empowerment: Learn strategies to empower employees and achieve measurable results.
- Recruitment and Retention: Discover innovative techniques for attracting and retaining top talent.
- Performance Management: Master performance evaluation and measurement tools.

- Employee Relations: Enhance motivation and productivity through performance appraisal and improved relations.
- Communications and Involvement: Learn effective methods for communication, consultation, and involvement to drive exceptional results.

Content:

Day One

The Context for Change

- Analyzing the impact of global change on HR practices
- Strategic imperatives and emerging HR tools
- Leadership and management styles: Assessment and measurement
- Developing leaders through structured processes
- Recruitment: The shift towards competency and behavioral approaches
- Strategies for successful retention
- Review and reflection

Day Two

Managing Performance, Behavior, and Culture

- Setting performance standards and measuring performance
- Techniques for improving managerial performance
- Understanding the psychological contract versus workplace reality
- Assessing and measuring corporate culture
- Coaching, mentoring, and counseling for results
- Review and reflection

Day Three

Implications for Employment Practice

- Calculating optimal organizational size through effective work organization
- Setting standards and valuing competency improvement
- Techniques for measuring the value of Human Capital
- Review and reflection

Day Four

Employee Relations

- Review and reflection

Day Five

The Future for Employment Practices

- Exploring industrial democracy and its applicability
- Leveraging employee representatives for communication and involvement
- Shaping the future of HR beyond 2010
- Strategies for talent retention
- Program review, certificate presentation, and wrap-up discussion