5-day Interactive Virtual Training Course

Strategic Human Resource Development Masterclass

Implementing HR Best Practices in the Organisation

16 Sep - 20 Sep 2024	Virtual/Live	US$ 2,950
07 Oct - 11 Oct 2024	Virtual/Live	US$ 2,950
04 Nov - 08 Nov 2024	Virtual/Live	US$ 2,950
23 Dec - 27 Dec 2024	Virtual/Live	US$ 2,950

Strategic Human Resource Development Masterclass

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About the Course

Nowadays, with increasing globalisation and rapid technological advancement, it has become clear that companies must avoid the loss of knowledge to succeed. To remain competitive, they must recognise the importance of human resources as their primary asset and make the most of their development potential by continuously investing in training to provide their employees with additional skills and knowledge.

This 5-day interactive Strategic Human Resource Development Masterclass virtual training course will guide the delegates in developing and implementing "best practices" in the organisation. Delegates will ensure that their employment contracts and HR manuals meet organisational business needs whilst attracting, retaining, engaging, and motivating employees. When organisations want to attract and retain high performers in an increasingly competitive employment environment, managing employee relations and communications is an increasingly critical tool that forms part of their overall HR strategy.

Furthermore, it will cover the key areas of HR policies and procedures so that the delegates will adopt the best practices to compete more effectively in the war to attract talent. They will learn how to improve employee engagement whilst developing trust and fairness for both parties in the employer-employee relationship.

Core Objectives

The specific objectives are to provide attendants with management skills to plan, organise, direct, and evaluate Human Resource Management and Development strategies at an organisational level and in line with the economic context.

The delegates will achieve the following objectives:

- Create a systematic perspective of Human Resource Management and its impact on the organisation
- Refine competencies for strategic talent development in aligning skills with organisational goals to drive effective talent management
- Comprehend effective leader's qualities, cultivate agility, and strategise for succession readiness
- Develop and Implement "Best Practices" in the organisation

- Know performance management and its links with improving organisational performance
- Learn the importance of training and development and its impact on the organisation's bottom line

Training Approach

This training course is a mixture of lecture, video presentation, trainer-facilitated workshop exercises, and case study analysis organised through a Virtual Learning Platform anytime and anywhere.

The Attendees

This virtual training course is designed for everyone who requires either a generalist understanding or an in-depth knowledge of managing HR policies and procedures and terms and conditions of employment. A practical and pragmatic training pathway that supports the delegates in selecting, managing, and guiding employees towards the company's objectives and goals, also ensuring the alignment of HR policies with the organisation's strategy.

Likewise, it will be valuable to the professionals but not limited to the following:

- Senior Manager
- HR Director and Manager
- Director & Executive
- Leader of Innovation
- Consultants
- Team Managers
- Supervisors

DAILY DISCUSSION

DAY ONE

ORGANISATIONAL DEVELOPMENT

- The Transformative Power of Organisational Development (OD) in Shaping HR Strategies
- Strategic Planning within HRM for Organisational Alignment
- Strategies for Leading Successful Organisational Change
- The Essence of a Learning Organisation for Continuous Growth and Innovation
- Strategically Aligning Development Initiatives with Business Goals

DAY TWO

TALENT AND COMPETENCY MANAGEMENT

- The Role of Soft Skills in Talent Management for Enhanced Collaboration and Efficiency
- Utilising Technology and Social Media Strategies for Talent Acquisition and Engagement
- Learning Management Systems (LMS) for Personalised and Impactful Employee Development
- Building Competencies for Organisational Future
- Competency-based HRM Processe

DAY THREE

LEADERSHIP DEVELOPMENT AND SUCCESSION PLANNING

- Effective Team Management and Employees Empowerment
- Developing Comprehensive Career Management
- Succession Planning to Identify and Nurture Organisational Leaders
- Exploring Leadership Styles for a Positive Impact on Organisational Culture
- Building Influential and Inspirational Leaders
- Leadership in a Remote Work Environment

DAY FOUR

WORKFORCE MANAGEMENT BEST PRACTICES

- Elevating Recruitment with Strategic Approaches and Effective Practices
- Boost Employee Engagement and Motivation for a Collaborative and Productive Workplace
- Innovative Compensation Strategies for High-performance Teams
- Explore Best Practices in Performance Appraisal that Align with Organisational Goals
- Agile Training Methods for Rapid Skill Development and Adaptation

DAY FIVE

LATEST TRENDS IN HRM

- Explore the Components of HR Policies for Success
- Embrace AI in HRM for Revolutionising Talent Management and Decision-making
- Unlock the Power of HRM Analytics for Strategic Decision-making and Organisational Success
- Navigate the Ethical Landscape of HR in the Digital Age with Narratives and Strategies
- Exploring the latest Trends in HR Technology: Performance Management System (PMS) and Balanced Scorecard (BSC)
- Developing Effective Metrics and Key Performance Indicators (KPIs)

THE CERTIFICATE

XCalibre Training Centre Certificate of Completion will be provided to delegates who attended and completed the training course.