

Training
Course

Effectiveness in HR Management &
Business Development



Course Overview:

Human resources departments provide two kinds of services: administrative and strategic .it's critical to develop effectiveness and efficiencies on technical aspects of human resources. The next step is to develop an understanding of the core business and use your combined knowledge of HR technical competencies, the business and its employees to influence the business direction, its goals and ability to perform.

HR is most effective when run by a skilled and well-rounded staff with a reputation of being trusted with important confidential information. An effective HR department helps the company culture grow with the business and becomes the path to honest and valuable feedback from the employees to the leaders of the business. HR directors need to understand the whole business and deliver approaches on attraction and retention to meet business needs. Finally, an effective HR department must look ahead. With knowledge of the whole business, it can use that to contribute to the growth and strategic direction of the entire company.

Who Should Attend?

- ✓ HR Professionals and HR Staff at all levels
- ✓ Capability Development Professionals
- ✓ HR Business Partners
- ✓ Strategic Planners
- ✓ HR or Manpower Managers
- ✓ Anyone involved in Nationalisation initiatives

Course Objectives:

- ✓ Understand what HR planning is, and how it can contribute to organizational effectiveness.
- ✓ Explore new motivational model(s) to re-energizing the organization.
- ✓ How to develop a corporate business culture.
- ✓ Applying Effective HR Department.
- ✓ Understand the advantages and limitations of competency frameworks.
- ✓ Analyze the practical use of succession planning.
- ✓ Apply the use of career path planning in your organization.

Course Outline:

Day One:

Human Resources Management (HRM)

- Definitions and objectives of HRM
- The main functions in HR
- Characteristics of effective HR management
- HR new roles: HR as business partner
- Examples of HR organization charts

Building Effective HR Department

- Create an HR business plan
- Align your HR organization with the business organization
- Provide good HR analytics

Day Two:

The Human Resource Competency Model

- Observations about the competency approach
- Evolution of the HR competency model
- The 21st century HR competency model
- HR competency domain factors
- Strategic positioner
- Credible activist
- Capability builder
- Change champion
- HR innovator and integrator
- Technology proponent

Day Three:

Business Expectations and the Demands Placed on Human Resources

- Introductions
- Global Change
- Impact of technology on future businesses – case study
- Need to change organizational structures
- 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 Four:

Significant Changes in How International HR will Function in the Future

- Process re-engineering HR activities
- The three-tier model for HR –benefits to the business
- Use of Corporate culture –how to develop a corporate culture template –practical case study and exercise
- The changing function of psychometric testing and personality questionnaires

Day Five:

Career Path Planning

- Putting it all Together
- What is a career and why it matters?
- Techniques for career planning explored
- Career Planning and its relationship to Succession Planning
- Personal action planning

Training Details

Course Duration

5 Days

Pre-Schedule

5 – 9 Jan 2025

Venue

Hilton Miami Down Town – Miami - FL

Training Fees Per Person

KWD 1600 (One Thousand Six Hundred)

Course Fees Include

- Tuition documentation
- Curriculum and Training Handout
- Five star Lunch & snacks
- Completion Certificates