



*Training Course:
Mastering the Human Resources Management*

*11 - 15 November 2024
Kigali (Rwanda)*

Training Course: Mastering the Human Resources Management

Training Course code: HR3040 From: 11 - 15 November 2024 Venue: Kigali (Rwanda) - Training Course Fees: 5950 € Euro

Introduction

This program deals with the latest innovations and direction of today's Human Resource Departments. This essential program will provide you with the best in new techniques, processes, and direction that leading HR departments need to take to be world-class.

Rapid and radical change is affecting the whole of the world. Some parts of the Middle East are facing significant challenges in terms of growth and competition. In other places, the key to prosperity as an organization is seen as controlling costs and maintaining market competitiveness. In these circumstances, companies are increasingly searching for a source of competitive advantage through HR.

Objectives

You will learn how to:

- Master the new HR strategic process
- Be able to transform strategic requirements into HR objectives using the 6 S model
- Be able to create HR strategic action plans to achieve business objectives
- Be able to provide innovative predictive information
- Have practiced business information interviews and presenting results
- See the big picture for the future of employment and performance through people
- Build your professional confidence
- Identify the context for change - the economic and social changes that are driving employment change
- Identify current employment practices and establish an agenda for change
- Look at international developments in employment practices
- Establish a series of best practices covering such issues as Leadership and Management Style, Recruitment and Retention, Performance Management, Work Organisation, Equal Opportunities, Industrial Democracy, Employee Relations, and Communications, Consultation, and Involvement

Benefits

Upon completion of this seminar, you will know how to:

- Use a strategic model to build an HR strategy, and know where strategy fits into corporate business
- Be able to use the 6 S process to translate strategy into HR action
- Write business action plans to delegate strategic tasks
- Build and produce high-level management information
- Know what HR trends to report on and be able to master emergency planning
- Do executive briefings to gather and disseminate information
- Show the added value of HR to your business
- Translate current trends to maximize Human Capital Investment

Those attending the program will return to their organization equipped with up-to-date knowledge of the full range of issues that are involved in the development of the HR function as a competitive advantage.

Delegates will be able to develop an operational response to the issues raised by the strategic issues as there will be a concentration on practical steps.

At the End of the training program, the participants will be able to:

- Demonstrate the HR strategic model to others
- Perfect high-level interviewing skills
- Develop social skills for use at the executive level via EQ measurement
- Future focus
- Manage an HR team to produce strategic results
- Be able to deliver strategic objectives on time and within budget
- Demonstrate self-development and CPE record
- Self-starting to achieve business objectives
- Demonstrate leadership qualities
- Demonstrate fiscal control and create ROI
- Be able to improve HR practices

- Demonstrate self-development
- Set and achieve business objectives for performance management
- Demonstrate leadership qualities
- Demonstrate the HR strategic model to others
- Perfect high-level behavioral interviewing skills
- Role model use of the disciplinary process
- Manage an HR team to produce results

Core Competencies

- Practice developing strategic thinking using the 10-step model
- planning
- Analytical thinking
- Creativity and step innovation
- Writing outlines for the 6 S process
- Mastery of the construction of Business action plans
- Use and mastery of HR statistical packages
- Personal presentation skills
- International HR law
- Manpower planning
- Use and mastery of different leadership styles
- Personal presentation skills
- International HR law
- Manpower planning
- Practice strategic planning
- planning
- Review recruitment and selection
- Use performance management tools

- Review the use of competencies
- Mastery of the construction of Business action plans

Outlines

Leading Strategic HR Transformation

Day 1:

The Formulation of Strategy, How it Works - The Process Explained

- Introductions and program objectives
- Why taking HR to the executive level is such a good idea - greater opportunities, bigger jobs - long term security & is what world-class businesses want
- Where strategy fits with the Vision, mission, and operating plans
- The traditional approach to strategic planning
- The new HR model -10 steps needed to form an HR strategy
- The strategic model and how it works

Day 2:

Translating Strategic Requirements into Business Action Plans - Including the Formation of HR Budgets

- The formation of Strategic objectives and how to translate them into the HR 6 S model
- Building Business action plans
- Building Strategic action plans - getting others committed; No SAP - what can happen
- Producing Executive financial information - unit costs and spend analysis.

Day 3:

Key Performance Factors - Maximising Human Capital

- Measurement tools -organizational maturity, corporate culture, etc.
- Relationship between performance and competence
- Valuing human capital - how to do it
- Critical performance indicators

- Presenting at an executive level

Day 4:

Mastering Predictive Trends & Management Information - Getting the Big Picture

- Why executives need predictive information
- An executive must be good at predictive information - trend analyze
- Software for predictive planning and trend analysis
- Other predictive factors to review, are succession planning, emergency planning

Day 5:

Understanding and being able to Act on High-Level HR Trends

- World trends - employment, inclusion, new employee expectations
- World business trends - leadership, team working, employment/ supervision ratios
- Changing Trends relating to HR

Registration form on the Training Course: Mastering the Human Resources Management

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Complete & Mail or fax to Global Horizon Training Center (GHTC) at the address given below

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