



Conference:
Mastering Human Resource Management

12 - 16 August 2024
Madrid (Spain)
Pestana CR7 Gran Vía

Conference: Mastering Human Resource Management

Conference code: CO8261 From: 12 - 16 August 2024 Venue: Madrid (Spain) - Pestana CR7 Gran Vía Conference Fees: 5775 € Euro

Introduction

New business requirements, innovations, and new International HR models make it essential for HR to be in strategic harmony with the business. No longer a burdensome cost: HR has a new role to play, and the new structure for future HR departments will mean a massive rethink of how HR contributes to the business and how its value is measured.

This innovative dynamic conference will cover all the latest thinking and the new models for International HR. Those attending this conference will:

- Get right up to date with international HR and current thinking
- Have a unique opportunity to sample several new HR measurement tools
- Master HR strategic thinking using an A-Z approach
- Be able to improve the organization by adopting a new approach to performance appraisal

Conference Objectives of Mastering Human Resource Management

- See the new three-tier HR framework and understand the structural changes needed
- Use the new HR maturity model to measure the existing position and develop strategies for the future
- Understand and use strategic models and implementation processes to deliver future-based results this includes a new complete end-to-end strategic model
- Use the organizational maturity model questionnaire to plot the current position of their organization
- Understand and be able to use a corporate culture program to change organizational culture
- Use the new MMM motivational model for re-energizing the organization
- Learn how existing appraisal systems can be changed to produce measurable performance and competency results
- Understand and be able to use creative methods for improving HR performance
- New approaches to Pay and benefits
- Explore knowledge management and the role of emotional intelligence in tomorrow's organization
- Create added value - beyond key indicators

Organizational Impact of Mastering Human Resource Management

Organizations sending staff to this conference will have access to the latest thinking and the value-added output that HR can deliver.

Organizations that are looking for efficiency, performance improvement, and getting more from what already exists will realize their expectations. Any organization wishing to see Human Resources as a value to the company will find this conference essential. Those attending will have access to three of the most innovative HR measurement tools.

Personal Impact of Mastering Human Resource Management

P a r t i c i p a n t s a t t e n d i n g t h e

- You will find out not only what's new but also - how to do it
- You will have unique access to questionnaires that you can use in the workplace
- Your learning will be enhanced by case studies and the latest video clips
- If you are looking to improve your skills, contribute more to the organization, or need to be more knowledgeable for promotion
- You will have the unique opportunity to discuss matters on a one to one with a world-class guru
- The new approach to HR will enable you to take a lead in change
- You will have an additional hand out which includes all the formulas for calculating manpower planning and unit costs

Competencies Emphasised in Mastering Human Resource Management

- Strategic planning
- Trend analysis
- planning
- Innovation and Creativity
- Human Resources Mastery
- Corporate innovation

CONFERENCE METHODOLOGY

The training will be conducted in a relaxed and supportive environment with wide use of case studies and teamwork, with supporting appropriate videos. Delegates will have the opportunity to complete several new HR survey questionnaires released in 2005.

Conference Outlines of Mastering Human Resource Management

Day 1: The changing expectations of Human Resources

- Introductions
- Global Change
- Impact of technology on future businesses - case study
- Need to change organizational structures - Video FACE
- How changing internal and external customer needs will affect all current HR concepts - Video
- Where are you now? The HR change model - questionnaire and discussion
- Day one review

Day 2: How the strategy works - the model and the implementation

- The four strategic models - how they work - case studies
- Strategic models for use within the organization, incorporating the LAND model - Video and organizational tool for measurement questionnaire
- Creativity and innovation - their role in strategic thinking - exercises, and video
- End of the-day review

Day 3: Translating strategy into action and use of corporate culture

- How strategy is translated into business plans
- Use of the 6 S model to produce plans that can be measured

- Creating HR quality plans - how to do it - practical exercises
- Delivering measurable business benefits
- No plan - no results - case study and Video
- End of the-day review

Day 4: Significant changes in how International HR will function in the future

- Process re-engineering HR activities - exercise and video
- The three-tier model for HR - benefits to the business
- Managing and valuing Human Capital
- Developing and measuring Competency and Performance
- Use of Corporate culture - how to design a corporate culture template - practical case study and exercise
- The changing function of recruitment, psychometric testing, and Personality questionnaires
- End of the-day review

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 a new motivation model "MMM" can change measurable results
- Corporate communications - a new role for HR?
- Managing trends; knowledge management, home working, predictive forecasting
- End of program review

Registration form on the Conference: Mastering Human Resource Management

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

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