Global Horizon
TRAINING CENTER

Training Course:
The Business of HR

15 - 19 June 2026
Cape Town (South Africa)
DoubleTree by Hilton Cape Town - Upper Eastside

Training Course:
The Business of HR

Training Course code: HR3027 From: 15 - 19 June 2026 Venue: Cape Town (South Africa) - DoubleTree by Hilton Cape Town - Upper Eastside Training Course Fees: 6350 Euro

Introduction

In today's volatile and highly competitive environment, organizations are no longer relying solely on financial or technological advantages—human capital has become the primary differentiator. The HR function is therefore expected to evolve beyond administration into a strategic business partner that drives performance, innovation, and sustainable growth.

This program is designed to reposition HR as a value-generating function, equipping participants with the frameworks, tools, and strategic mindset required to align HR practices with business objectives. It focuses on how HR policies and interventions can directly impact organizational performance, cost efficiency, employee engagement, and long-term competitiveness.

Participants will explore the integration of leadership, performance management, behavioral competencies, workforce design, and employee relations, enabling them to transform HR into a measurable contributor to business success.

Program Objectives

By the end of this training program, participants will be able to:

- Position HR as a strategic driver of organizational performance
- Apply modern leadership styles to enhance employee productivity and engagement
- Design and implement effective recruitment and retention strategies
- Develop and measure performance management systems
- Utilize behavioral competency frameworks to manage talent
- Optimize work organization structures to drive innovation
- Apply principles of employee relations and motivation
- Enhance communication, consultation, and employee involvement strategies

Target Audience

- HR Managers and HR Business Partners
- Organizational Development Professionals
- Senior HR Specialists
- Line Managers involved in people strategy
- Professionals transitioning into strategic HR roles

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Program Outline

Day 1: The Context for Change & Strategic HR Positioning

- Global business trends and their impact on HR
- The evolving role of HR as a strategic partner
- Leadership styles and their impact on performance
- Measuring leadership effectiveness
- Developing future leaders within the organization
- Modern recruitment strategies using competency-based approaches
- Retention strategies and key success factors

Day 2: Managing Performance, Behaviour & Culture

- Performance management frameworks and systems
- Setting measurable performance standards and KPIs
- Linking performance to organizational goals
- The psychological contract vs. workplace reality
- Understanding and measuring corporate culture
- Coaching, mentoring, and counseling techniques
- Driving behavioral change through leadership

Day 3: Workforce Design & Human Capital Management

- Work organization models and optimal workforce design
- Determining the right organizational size and structure
- Competency frameworks: design and measurement
- Valuing competency improvement and performance impact
- Human Capital Management HCM techniques
- Measuring the ROI of human capital investments

Day 4: Employee Relations & Organizational Governance

- Employee rights vs. organizational responsibilities
- Employment contracts and legal considerations
- Managing poor performance and differentiation strategies
- Disciplinary procedures and managerial accountability
- Handling grievances and workplace conflicts
- Equal opportunities and diversity management

Day 5: The Future of HR & Employment Practices

- Industrial democracy and employee participation models
- Case study: modern organizational practices e.g., participative cultures
- Communication, consultation, and employee involvement strategies
- The evolving structure of HR departments
- Strategies for retaining top talent in competitive markets
- Future HR trends and strategic workforce planning
- Final review and action planning

Registration form on the Training Course: The Business of HR

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

Delegate Information

Full Name (Mr / Ms / Dr / Eng): .....
Position: .....
Telephone / Mobile: .....
Personal E-Mail: .....
Official E-Mail: .....

Company Information

Company Name: .....
Address: .....
City / Country: .....

Person Responsible for Training and Development

Full Name (Mr / Ms / Dr / Eng): .....
Position: .....
Telephone / Mobile: .....
Personal E-Mail: .....
Official E-Mail: .....

Payment Method

- ☐ Please find enclosed a cheque made payable to Global Horizon
- ☐ Please invoice me
- ☐ Please invoice my company

Easy Ways To Register

Telephone: +201095004484 to provisionally reserve your place.	Fax your completed registration form to: +20233379764	E-mail to us : info@gh4t.com or training@gh4t.com	Complete & return the booking form with cheque to:Global Horizon 3 Oudai street, Aldouki, Giza, Giza Governorate, Egypt.