



*Training Course:
The Art of Human Resources*

*21 - 25 June 2027
Kigali (Rwanda)*

Training Course: The Art of Human Resources

Training Course code: HR1982 From: 21 - 25 June 2027 Venue: Kigali (Rwanda) - Training Course Fees: 6350 € Euro

Introduction

The Art of Human Resources is a comprehensive and strategically focused training program that equips HR professionals with the expertise required to manage, develop, and optimize human capital in modern organizations.

In today's evolving business environment, HR is no longer a support function—it is a **strategic partner** driving performance, culture, and organizational sustainability. This program blends **theoretical foundations with practical application**, enabling participants to master the "art" of HR through a combination of strategic thinking, interpersonal excellence, and data-driven decision-making.

Participants will explore key HR domains including **talent acquisition, employee engagement, performance management, HR analytics, and emerging technologies**, while developing the critical skills required to lead HR initiatives that deliver measurable business value.

Program Objectives

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

- Understand the **strategic role of HR** in achieving organizational success
- Design and implement **effective talent acquisition and management strategies**
- Apply HR **laws, regulations, and ethical standards** in decision-making
- Foster a **positive organizational culture and employee engagement**
- Develop and manage **performance management and employee development systems**
- Apply **negotiation and conflict resolution techniques** in HR contexts
- Explore and adopt **innovative HR practices and emerging trends**

Target Audience

This program is ideal for:

- HR Managers and Directors
- HR Business Partners
- Talent Acquisition Specialists
- Training & Development Professionals
- Employee Relations Managers
- Compensation & Benefits Specialists
- Entry-level HR professionals seeking structured development

Outline

Day 1: Strategic HR Management

- Introduction to Strategic HR Management
- The evolving role of HR as a business partner
- Aligning HR strategies with organizational goals
- Workforce planning and talent acquisition frameworks
- Employer branding and candidate experience
- Legal and ethical considerations in HR

Day 2: Employee Engagement & Development

- Building and sustaining a positive organizational culture
- Employee engagement models and best practices
- Performance management systems and continuous feedback
- Coaching and mentoring techniques
- Succession planning and career pathing
- Diversity, equity, and inclusion DEI strategies

Day 3: HR Operations & Analytics

- HR operations and service delivery models
- Compensation and benefits fundamentals
- Introduction to HR metrics and KPIs
- Using HR analytics for data-driven decisions
- HR reporting and dashboard basics
- Improving operational efficiency in HR

Day 4: Employee Relations & Organizational Effectiveness

- Managing employee relations and workplace dynamics
- Conflict resolution and grievance handling techniques
- Communication strategies for HR professionals
- Workplace health, safety, and well-being
- Managing organizational change and resistance
- Building trust and transparency in the workplace

Day 5: Future of HR & Digital Transformation

- Emerging HR trends and innovations
- Introduction to [AI and automation in HR](#)
- HR digital transformation strategies
- HR technology tools HRIS, ATS, LMS overview
- The future role of HR in agile organizations
- Final workshop: Building a modern HR strategy roadmap

Registration form on the Training Course: The Art of Human Resources

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

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Address:
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Person Responsible for Training and Development

Full Name (Mr / Ms / Dr / Eng):
Position:
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Personal E-Mail:
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Payment Method

- ☐ Please find enclosed a cheque made payable to Global Horizon
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