HR Strategy and Training

Enterprise Human Resources

Course Introduction

According to a Harvard Business Review study, Human Resources Management (HRM) is pivotal in enhancing overall company performance by up to 30%. It's crucial for attracting and retaining top talent, fostering a culture of learning and development, and effectively managing organisational change.

The HRM program focuses on strategic workforce planning, organizational design, change management, career planning, and learning and development, utilizing experiential learning practices and real-life case studies. By equipping senior HR and organizational development professionals with the latest human capital practices, the program aims to enhance their capabilities to drive tangible and positive results within their organizations

Target Audience

Who is this course for, and can benefit the most

- HR Assistant
- HR Generalist
- Personnel Manager
- HR Director

Learning Objectives

At the end of the training course, participants will be able to

- Strategically align workforce planning with organizational goals.
- Implement effective organizational structures for adaptability.
- Manage organizational change smoothly and mitigate resistance.
- Align individual career aspirations with organizational needs
- Develop and evaluate impactful learning and development programs.
- Implement the latest human capital practices for organizational success.

- Collaborate to drive HR initiatives and organizational excellence.

Course Outline

- **01 Day One**

  Strategic Workforce Planning

  Introduction to Workforce Planning

    - Importance of workforce planning in business strategy.
    - Aligning workforce requirements with organizational objectives.

  Identifying Workforce Gaps and Needs

    - Assessing current workforce capabilities.
    - Tools for gap analysis.

  Forecasting Future Talent Needs

    - Methods for forecasting short-term and long-term talent requirements.
    - Impact of technology and market shifts on workforce planning.

  Workforce Analytics

    - Utilizing data to drive workforce decisions.
    - Key workforce metrics and analytics tools.
    - Case Study: Strategic Workforce Planning in Action
    - Real-life case study analysis and group discussion.

  Workshop Activity:

    - Develop a strategic workforce plan for an evolving organization.
- **02 Day Two**

  Organizational Design

  Introduction to Organizational Design

    - Principles of organizational design.
    - Types of organizational structures (hierarchical, flat, matrix, network).

Creating an Agile Organization

- ◦ Importance of agility in today's business environment.
- ◦ Designing structures that support innovation and adaptability.

Role of HR in Organizational Transformation

- ◦ HR's role in restructuring, mergers, and acquisitions.
- ◦ Managing the human side of organizational change.

Designing for Employee Engagement and Performance

- ◦ Creating a structure that promotes employee engagement.
- ◦ Aligning job roles with organizational strategy.

Case Study: Redesigning Organizational Structures

- ◦ Participants will analyze an organizational restructuring case study.

Workshop Activity:

- ◦ Redesign an organization structure to enhance performance and adaptability.
- **03 Day Three**

Change Management in HR

Introduction to Change Management

- ◦ Key concepts and models (ADKAR, Kotter's 8-step change model).
- ◦ The role of HR in facilitating organizational change.

Overcoming Resistance to Change

- ◦ Identifying and addressing sources of resistance.
- ◦ Strategies for effective communication and engagement.

Leading Organizational Change

- ◦ HR as a change leader: building change capability in teams.
- ◦ Change agents and stakeholder management.

Measuring the Impact of Change

- ◦ Tools and techniques for assessing change success.
- ◦ Continuous improvement and feedback mechanisms.

Case Study: Managing Change in a Large-Scale Transformation

- ◦ Group analysis of a real-life organizational change project.

Workshop Activity:

- ◦ Develop a change management plan for a major HR initiative.
- **04 Day Four**

Career Planning and Talent Development

Introduction to Career Planning

- ◦ Understanding career paths, ladders, and lattices.
- ◦ Aligning individual career goals with organizational objectives.

Developing Talent and Leadership

- ◦ Succession planning and talent pipelines.
- ◦ Identifying high-potential employees and creating development plans.

Learning and Development Strategies

- ◦ Designing L&D programs that drive business results.
- ◦ Leveraging technology and e-learning platforms.

Building a Culture of Continuous Learning

- ◦ Fostering a learning and development culture across the organization.
- ◦ Role of HR in promoting lifelong learning.

Case Study: Talent Development in a Growing Organization

- ◦ Analysis of career planning and development initiatives in leading companies.

Workshop Activity:

- ◦ Design a career development framework for different levels of an organization.
- **05 Day Five**

Performance Management and Employee Engagement

Introduction to Performance Management

- Key components of effective performance management systems.
- Aligning performance with strategic goals.

Building an Engaging Employee Experience

- Creating an environment that fosters motivation and high performance.
- Using employee feedback to improve engagement.

Performance Reviews and Feedback Mechanisms

- Structuring effective performance reviews.
- Providing constructive feedback and coaching for development.

The Role of Technology in Performance Management

- Utilizing HR tech solutions for real-time performance tracking.
- Analytics-driven performance insights.

Case Study: High-Performance Cultures

- Examining organizations that have successfully integrated performance management with engagement strategies.

Workshop Activity:

- Develop an integrated performance management system that boosts engagement and productivity.

Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
April 7, 2025	April 11, 2025	5 days	4250.00 $	UAE - Dubai
April 14, 2025	April 18, 2025	5 days	4950.00 $	England - London
Sept. 1, 2025	Sept. 5, 2025	5 days	4250.00 $	UAE - Dubai

FROM	TO	DURATION	FEES	LOCATION
Nov. 10, 2025	Nov. 14, 2025	5 days	4950.00 $	Malaysia - kuala lumpur