€TRAINING

The Future of HR: Re-engineering the Employee Experience

16 - 20 September 2024
Rome (Italy)

The Future of HR: Re-engineering the Employee Experience

REF: H2055 DATE: 16 - 20 September 2024 Venue: Rome (Italy) - Fee: 5940 Euro

Introduction

You may learn how to re-engineer HR to meet the needs and requirements of a changing workforce, organization, and economy by taking the Future of HR training course. Additionally, you will discover the most recent HR best practices worldwide and what the top businesses are doing to be profitable and relevant.

The goal of this training program is to provide participants the most return on their investment in themselves. Attending this training session is advised.

Course Objectives

At the end of this course, participant will be able to:

- Give a brief explanation of how to reengineer HR.
- Create a strategy to turn HR into a Strategic Partner.
- Determine how individuals react to change and investigate the causes of resistance to change.
- Recognize human psychology and use the proper HR reaction
- Create a strategy for assessing and redesigning HR

Targeted Audience

- Anyone who needs to transform or re-engineer their HR service delivery
- All HR Staff and HR Practitioners
- HR Managers
- HR Directors
- HR Analysts
- HR Officers
- HR Business Partners
- Planners, Strategic Planners
- Anyone who needs to understand HR strategy

Course Outline

Unit 1: Why is a Strategic HR Approach Needed?

- Growth of Strategic HRM SHRM
- Strategic and Transactional HR Delivery
- Ulrich Business Partners, Shared Services, and Centers of Expertise: The New HR Models
- 10 Steps to Create an HR Strategy According to the Future HR Model

Unit 2: Change Leadership & HR

- The Difference between Change Management and Change Leadership
- The Stages of the Change Journey
- Managing Employee's Resistance to Change
- The Importance of Communication during Change

- Understanding ⬜Best-practice⬜ Change Management Processes

Unit 3: Global Trends Impacting on The Future HR

- A Changing Psychological Contract
- New Ways or Recruiting and Selecting Talent
- Artificial Intelligence & Robotics
- Working with a Global Workforce
- The New Generations - Generation X, Y and Z

Unit 4: Assisting & Retaining Valuable Employees

- Employee Mental Health Issues
- Establishing an Employee Assistance Programme EAP
- Dealing with Crisis, Trauma and Disaster
- Bullying, Harassment and Prevention
- Retention Strategies that Work

Unit 5: Re-engineering Your HR Services

- Assessing If You are Ready to Change
- Practical Ways of Re-engineering Your Service Delivery
- HR⬜s Contribution to Added Value
- Ways of Evaluating your HR Function
- Your Plan for Re-engineering