€TRAINING

Advanced Human Resource Management

17 - 21 November 2024
Istanbul (Turkey)
Sheraton Istanbul Levent

Advanced Human Resource Management

Introduction:

Changing business environments more than ever demand creative solutions from International HR departments to ensure the strategic harmony within the business is maintained.

HR should be seen as having an important role to play rather than just an overhead cost. The challenge for how HR contributes to the business will demand a major rethink by the HR managers and staff and then equally as important how to measure that contribution.

Course Objectives:

At the end of this course the participants will be able to:

- Develop your understanding of HR Strategic Thinking and it□s placed in business
- Experience new HR framework and understand the resulting organization structural changes needed
- Assessing the existing position and develop future strategies including a case study
- Understand and use strategic models and implementation processes to deliver future based results
- Understand and be able to deliver corporate programs to initiate organizational cultural changes
- Explore new motivational models to re-energizing the organization
- Develop existing appraisal systems to produce measurable improvements in performance and competency performance- case study
- Understand and be able to use your own creativity to improve HR performance
- New approaches to pay and benefits
- Explore knowledge management and the expanding role of emotional intelligence in tomorrow□s organization
- Creating added value to satisfy business key performance indicators

Targeted Audience:

- Head of Departments
- Managers
- HR Managers
- HR Professionals
- Project Planning

Course Outlines:

Unit 1: Business Expectations and The Demands Placed on Human Resources:

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

Unit 2: How the Strategy Works - the Models and Implementation:

- Strategic models - how they work - case studies
- Mission statements, measurement tools, and monitoring progress
- Strategic models for use within the organization, and measurement
- Creativity and innovation - their role in strategic thinking, including exercises
- End of the day review

Unit 3: Translating Strategy Into Action and Examining Corporate Culture:

- How strategy is translated into business plans
- The use of modeling to produce plans that can be measured
- Creating HR quality plans -how to do it -practical exercises
- Delivering measurable HR business benefits
- Fail to Plan - Plan to Fail
- End of the day review

Unit 4: Significant Changes in How International HR will function in The Future:

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

Unit 5: Demonstrating How Specific HR Actions Can Help Improve The Efficiency of The Organization:

- Understanding right-sizing 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 motivation can change measurable results
- Corporate communications- a new role for HR?
- Managing trends; knowledge management, home working, predictive forecasting
- Developing a personal action plan.