



## Mastering Human Resource Management

### Duration 5 Days

### Introduction

New business requirements, new innovations and new International HR models make it essential for HR to be in strategic harmony with the business. No longer a burdensome cost: HR has a new role to play, the new structure for future HR departments will mean a massive re think of how HR contributes to the business and how its value is measured.

This innovative dynamic program will cover all the latest thinking and the new models for International HR. Those attending this program will:

- Get right up to date with international HR and current thinking
- Have a unique opportunity to sample a number of new HR measurement tools
- Master HR strategic thinking using an A-Z approach
- Be able to improve organizational by adopting a new approach to performance appraisal

### Programme Objectives

- ↪ See the new three tier HR framework and understand the structural changes needed
- ↪ Use the new HR maturity model to measure existing position and develop strategies for the future
- ↪ Understand and use strategic models and implementation processes to deliver future based results (this includes a new complete end to end strategic model)
- ↪ Use the organizational maturity model questionnaire to plot the current position of their organization
- ↪ Understand and be able to use a corporate culture program to change organizational culture
- ↪ Use the new MMM motivational model for re-energizing the organization
- ↪ Learn how existing appraisal systems can be changed to produce measurable performance and competency results
- ↪ Understand and be able to use creativity methods for improving HR performance
- ↪ New approaches to Pay and benefits
- ↪ Explore knowledge management and the role of emotional intelligence for tomorrows organization
- ↪ Create added value - beyond key indicators

### Who should attend?

- Human Resource staff who wish to see the future of HR
- Managers who have an interest in performance improvement through people
- Managers who want to see the value that HR can add to an organization
- Staff wishing to see how new pay and benefits systems can change productivity
- Employees wishing to pursue a senior career in Human Resources

### Programme Outline

#### **1. DAY 1 ( The changing expectations of Human Resources )**

- 1.1. Introductions
- 1.2. Global Change
- 1.3. Impact of technology on future businesses - case study
- 1.4. Need to change organizational structures - Video FACE
- 1.5. How changing internal and external customer needs will affect all current HR concepts - Video
- 1.6. Where are you now? The HR change model - questionnaire and discussion
- 1.7. Day one review



**2. DAY 2 ( How strategy works - the model and the implementation )**

- 2.1. The four strategic models - how they work - case studies
- 2.2. Strategic models for use within the organization, incorporating the LAND model - Video and organizational tool for measurement (questionnaire)
- 2.3. Creativity and innovation - their role in strategic thinking - exercises and video
- 2.4. End of day review

**3. DAY 3 ( Translating strategy into action and use of corporate culture )**

- 3.1. How strategy is translated into business plans
- 3.2. Use of the 6 S model to produce plans that can be measured
- 3.3. Creating HR quality plans - how to do it - practical exercises
- 3.4. Delivering measurable business benefits
- 3.5. No plan - no results - case study and Video
- 3.6. End of day review

**4. DAY 4 ( Significant changes in how International HR will function in the future )**

- 4.1. Process re-engineering HR activities - exercise and video
- 4.2. The three tier model for HR - benefits to the business
- 4.3. Managing and valuing Human Capital
- 4.4. Developing and measuring Competency and Performance
- 4.5. Use of Corporate culture - how to design a corporate culture template - practical case study and exercise
- 4.6. The changing function of recruitment, psychometric testing and Personality questionnaires
- 4.7. End of day review

**5. DAY 5 ( Significant HR actions that can help improve the efficiency of the organization )**

- 5.1. Understanding rightsizing the organization - an ongoing process
- 5.2. How pay and conditions can dramatically improve productivity - at no extra cost to the organization
- 5.3. A new look at performance appraisal -ensuring year on year improvements in competency and performance
- 5.4. How a new motivation model “MMM” can change measurable results
- 5.5. Corporate communications - a new role for HR?
- 5.6. Managing trends; knowledge management, home working, predictive forecasting
- 5.7. End of program review