



## Advanced Human Resource Management

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## Introduction:

In order to satisfy today's ever increasing business requirements, Human Resource Managers need to respond by delivering effective creative solutions on a global scale to ensure HR maintains the strategic harmony of the business and the decision makers and leaders. HR cannot be seen as a burdensome cost, it must create the opportunities and environment to support, and where necessary, lead key business initiatives.

HR has an increasingly important role to play; the challenges for the future will mean a significant re think of how HR currently contributes to the business, but just as importantly how its contribution and value is measured. This innovative program will cover the latest thinking, models and approaches to International HR delivery. Those attending this program will:

- Experience the latest thinking regarding international HR strategy
- Have a unique opportunity to sample a number of HR delivery measurement and assessment tools
- Master HR strategic thinking using an straight forward approach
- Be able to improve organizational performance by adopting a new approach to staff development and retention

## Who Should Attend?

Human Resource staff who wish to explore future HR delivery, Managers who have an interest in performance improvement using people development strategies, Line managers preparing for a secondment into HR management,

Managers who need to understand the value adding processes HR deliver to successfully support the organization, Line Managers wishing to explore options by the introduction of new pay and benefit systems including the impact on productivity, Employees wishing to pursue a long term career in Human Resource Management.

## Course Objectives:

**By the end of this course delegates will be able to:**

- Experience new HR frameworks and understand the potential resource development improvements required
- Use the new Human Resource maturity model to assess the 'departments health' and develop appropriate strategies
- Understand and use strategic models and implementation processes to deliver future focused requirements
- Use an organizational model questionnaire to plot the current 'performance' of the organization
- Understand and be able to create/deliver corporate Programs to initiate organizational cultural changes
- Examine new motivational model(s) and questionnaires to re-energizing the organization
- Develop existing, or create new appraisal systems to produce measurable improvements in performance and competency skill sets
- Understand and be able to develop creativity within the team to improve HR performance
- Consider the implications of pay, benefits and rewards when linked to performance reviews
- Explore knowledge management along with the expanding role of emotional intelligence in tomorrow's organization

- Create added value to satisfy key HR performance indicators

## Course Outline:

### **Changing Business Expectations and the Resulting Demands Placed on Human Resources**

- Introductions
- Businesses experiencing global change
- The impact of technology, and the way business will be conducted in the future
- The need to change organizational structures to match the business needs
- How changing internal and external customer requirements will impact on all current HR concepts
- Where are you now? The HR change model -questionnaire analysis and discussion

### **How Strategy Works - Examining the Models, Implementation and Measurement Strategies**

- Strategic models – the value and how they work including case studies
- Mission statements, measurement tools and monitoring progress and celebrating improvements
- Strategic models for use within the business, incorporating organizational tools for managing conflicting activities
- Creativity and innovation – their role in strategic thinking

### **Translating Strategy into Action and Examining Changes in Corporate Culture**

- How strategy can be translated into business plans
- Use of the 6 S model to produce plans that can be measured
- Creating HR quality plans – how leading international companies to do it

- Assessing bottom line benefits and delivering measurable business benefits
- How organizations fall into the trap of failing to plan – planning to fail

### **Significant Changes in How International HR Will Function In the Future and the Implications**

- Process and staff re-engineering HR activities
- The three tier model for HR –benefits to the business
- Managing/ developing Human Capital and knowledge management
- Developing, deploying and measurement of competencies in successful performance management processes
- Using Corporate culture –how to develop a corporate culture template
- Running successful recruitment campaigns using, psychometric testing' personality questionnaires and competency frameworks

### **Demonstrating How Specific HR Actions Can Help Improve the Efficiency of the Organization**

- Monitoring of the manpower plan, understanding rightsizing the organization – an ongoing process
- How pay and conditions strategies can dramatically improve productivity – at no extra cost to the organization
- Reviewing performance appraisals – delivering year on year improvements in competence and performance
- How a new motivation model, and motivational tools/techniques can achieve measurable results
- Successful corporate communications – a new role for HR?
- Managing trends; intellect management, remote working, using predictive forecasting methods