



THE FUTURE OF WORK - TRANSFORMATIONAL HR



DURATION: 2 DAYS
27TH - 28TH NOV, 2023



DELIVERY CHANNEL
+
ONLINE + IN-CLASS



FEATURES

- The HR's role in corporate strategy
- Problem analysis and decision-making
- Technological advances in workforce analytics
- The 3Ps of HRM
- Modern workplace learning and employee development



ONSITE: ₦70,000
ONLINE: ₦35,000



COURSE OVERVIEW

The role of HR is continuously evolving, so how do you ensure that your HR function is ready for the future of your business? Our HR transformation experts know how HR can be agile in adapting to those changes in trends and operational changes shaping areas such as employee recruitment, retention and overall employee development for maximum impact.



LEARNING OBJECTIVE

By the end of this course, participants will be able to:

- Define the principles of transformational HR
- Conduct detailed problem analysis based on job design and evaluation
- Generate decisions based on evidence to improve employee experience
- Utilize a range of HR assessment tools to improve organizational performance
- Acquire the skills to properly review best practices for the future of Work.



TARGET AUDIENCE

This course is suitable for many professionals but will greatly benefit:

- HR Professionals in organisations who would like to develop the role of HR within the organisation
- HR Professionals tasked with providing HR data to support strategy development and delivery
- Senior Managers who want to understand how they can deliver strategic and organisational change in their organisation - and use HR support to achieve it

THE COURSE CONTENT

Day One: Corporate Strategy - HR's Role

- Strategic HR not Personnel Management
- The context for HR – rationale for evidence-based approach
- Rational problem analysis and models of decision-making
- Corporate Social Responsibility & Business Ethics
- Integrated Human Resource Planning
- Human Capital Management

Day One: Connecting HR Analytics with Action

- Coaching and Appraisal
- Connecting HR Matrices
- Standard Measure of Effectiveness
- Analytics with Action



Day One: Driving Organisational Change

- Dynamic nature of business & environment
- Impact of technology
- Theories of organisation change and how to use them
- Implementing strategic change
- Enablers and impediments to change
- Appropriate change management styles

Day Two: Purpose, Process and Performance of HRM

- The 3Ps of effective people management
- Core processes of performance management
- Economic profit in HR purpose
- Acquire, develop or adopt innovative HR solutions
- Addressing the 3Ps in performance management staffcircle

Day Two: Career Development and Workplace Experience

- Explore your options in the trajectory of staff career
 - Workplace networking and career pathing
 - Supervised work development experiences
 - Career development experience toolkit
- Know your HR abilities and be willing



Contact

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