



Essential Innovations in HR Training & Learning

Critical Actions to Respond to during the Dramatic Changes in Worldwide Technology Advancements and Employment

► Upcoming Sessions

| | | |
|----------------|-------------|---------|
| 09-13 Sep 2024 | London - UK | \$5,950 |
| 09-13 Dec 2024 | London - UK | \$5,950 |
| 26-30 May 2025 | Dubai - UAE | \$5,950 |
| 08-12 Sep 2025 | London - UK | \$5,950 |
| 08-12 Dec 2025 | London - UK | \$5,950 |

► Training Details

Training Course Overview

Significant transformations in the evolving landscape of employment, shifts in work methodologies, and advancements in Artificial Intelligence (A.I.) collectively mark an unprecedented paradigm shift – CHANGE.

The Essential Innovations in HR Training & Learning course is designed to address the imperative of staying ahead amidst these profound changes. It emphasizes mastering new HR and training approaches, focusing specifically on enhancing organizational value.

This practical program is tailored for professionals needing to adapt to the demand for efficiency and the global evolution in essential workforce skills.

This Anderson training course will feature:

- How to evaluate all activities
- Be able to show the Return on Investment (ROI)
- Master the new requirement to simplify competencies to aid line management
- Learn about the change from Managers to leaders and the new skills required
- How to turn HR & training functions into value added contributors
- Be able to create and run self-financing bonus schemes

Training Course Objectives

By attending this Anderson training course, delegates will be able to:

- Master how to manage performance and calculate the ROI
- Use a matrix to measure and evaluate all Competency based training
- Analyze and be able to show the added value of processes using a new methodology
- Explain to others, and instigate the six new competencies for today effective leaders
- Create and run self-financing bonus schemes for talented employees
- Use the new model to get the best value from HR & training

- ▶ Understand and be able to instigate programs specifically for talented employees and remote workers.

Designed for

This is a significant program for those who are involved in any way in the changing world of employment and getting results through people via Change, Training, Learning & Process re design.

This Anderson training course is suitable to a wide range of professionals but will greatly benefit:

- ▶ HR and Training Managers
- ▶ Those creating profit centres
- ▶ Talent Managers
- ▶ Change Managers
- ▶ H.R. Professionals
- ▶ Workforce planners
- ▶ Those who want to see financial benefits from HR & Training

Learning Methods

This Anderson training course will utilize a variety of proven adult learning techniques to ensure maximum understanding, comprehension and retention of the information presented. This training course is very practical, with lots of a-z worked examples and current case studies. Where appropriate delegates will see expiations from world class organizations. In addition to a course manual and slides; delegates will have questionnaires and schemas to use on their return to work.

▶ Training Details

Day One: The Process Changes Need to Align HR, Training and Development

- ▶ The rapidly changing world of HR and training functions
- ▶ The new process schema for departments
- ▶ Aligning HR & training with rapidly changing strategy
- ▶ Case study example – HR & training as a key part of strategy
- ▶ How to put strategy into action

Day Two: Big Issues to Resolve in HR & Training

- ▶ Why did competencies get so confusing?
- ▶ How to do the TNA on any competency and actioning training
- ▶ Evaluating the ROI on HR & Training activities
- ▶ The simple way to get unit costs
- ▶ Using unit cost to build a budget (training)
- ▶ Value of Home worker

Day Three: Significant World Changes and the Need to Change

- ▶ The change makers, Talent shortage, A.I., reductions in employment numbers, remote working
- ▶ Management of talented employees – what's needed
- ▶ Remote workers- a big challenge- and great opportunity
- ▶ Use of new techniques for adult learners
- ▶ How to change organizational Culture

Day Four: Should Functions Operate as Value Centres?

- ▶ The need to profile – home workers and potential leaders.
- ▶ Leaders – the new skillset
- ▶ Useful questionnaires to use.
- ▶ The leadership profiler

- ▶ The rise of performance-based training – massive ROI

Day Five: Time for Action

- ▶ A new look at existing processes
- ▶ Re designing Performance Appraisal
- ▶ A performance self-funding bonus scheme
- ▶ What do talented want from your organization?
- ▶ Program review and actions needed

▶ The Certificate

Anderson Certificate of Completion will be provided to delegates who attend and complete the course.

▶ INFO & IN-HOUSE SOLUTION

For more information about this course, call or email us at:

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Email: info@anderson.ae

Request for a Tailor-made training and educational experience for your organization now:

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