



## HR Essentials for Effective Management

Building the HR Foundation for Organisational Success

### ► Upcoming Sessions

03-07 Jun 2024	London - UK	\$5,950
04-08 Nov 2024	Dubai - UAE	\$5,950
17-21 Feb 2025	Dubai - UAE	\$5,950

### ► Training Details

#### Training Course Overview

The world of work has changed dramatically in the last twenty years and the practice of Human Resource Management has changed in order to maximise the contribution made by employees by creating a positive and supportive working environment so that they can deliver effectively and efficiently. There are essential soft and hard skills required by managers in order to achieve this. If you wish to understand the key activities of HR to support the achievement of the organisation's objectives or enhance your people management skills then this is the right training course for you.

#### Training Course Objectives

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

- Develop an in-depth understanding of the human factor at work
- Recognise the need to treat all employees as individuals
- Examination of the skills in handling motivation, reward and enhanced performance
- Develop an ability to identify talent and plan succession to ensure continuity
- Enhanced skills and knowledge to underpin the soft skills required for managing people effectively

#### Designed For

HR Professionals at team leader, supervisory and middle management level wishing to progress. Managers at all levels who wish to consolidate, refresh and reinforce their knowledge and skills. It will be ideal for delegates who are intending to move into Human Resource management after a period of experience in line management.

Line Managers wishing to develop a more thorough understanding of the key Human Resource practices so that they can manage their team more effectively.

### ► Training Details

#### Day One: Building an Effective Foundation

- ▶ The case for Effective People Management
- ▶ The role of effective Talent Identification and Selection in helping the business achieve its corporate goals
- ▶ Creating effective job descriptions, key selection criteria and competencies required to prepare for the process
- ▶ Assessment centres and selection techniques to achieve better predictive accuracy
- ▶ Evidence based Behavioural Based Interviews and other assessments
- ▶ Effective selection and screening methods

## Day Two: Talent Management

- ▶ Talent Management and productivity goals
- ▶ Recruiting & Selecting Exceptional Internal and External Talent
- ▶ Ensuring effective Orientation and Retention of Talent
- ▶ Role of Employee Engagement and Motivation
- ▶ Effective Development of Talent
- ▶ Succession Planning for sustainability and business continuity

## Day Three: Learning & Development

- ▶ Key role of Learning and Development to the success of the organisation
- ▶ Effective Training and Development Solutions
- ▶ Alignment of Learning and Development with Career Management
- ▶ Building effective Business Curriculums
- ▶ Coaching and Mentoring for Managers
- ▶ Leadership Development for Sustained success

## Day Four: Performance Management

- ▶ The Performance Management Cycle
- ▶ Setting Objectives, KPIs and Performance Standards
- ▶ Holding Effective Review Conversations
- ▶ Giving and Receiving effective Feedback
- ▶ Causes of Poor Performance & Dealing with Poor Performance
- ▶ Performance Management and the Disciplinary Process

## Day Five: Motivation and Recognition

- ▶ Understanding Motivation in the organisational context
- ▶ Meaningful objectives and alignment to work
- ▶ Effective Recognition techniques
- ▶ Effective Employee Engagement
- ▶ Workshop Learning reviews
- ▶ Action planning for Sustainability

## ► Accreditation



The use of this official seal confirms that this Activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.

## ► The Certificate

- ▶ Anderson Certificate of Completion will be provided to delegates who attend and complete the course
- ▶ The HRCI Approved Provider Seal and the corresponding Recertification Credit Hours Awarded will be reflected on the Certificate of Completion

## ▶ INFO & IN-HOUSE SOLUTION

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

Call us: +971 4 365 8363

Email: [info@anderson.ae](mailto:info@anderson.ae)

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

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