

Strategic HR Management

Course code: HR1

Duration: 5 Days

Delivery method: Five 3-hour Online Zoom Sessions

About this course:

Who should attend?

- Senior HR professionals who would like to enhance their HR strategy development skills,
- Senior executives who would like to have greater understanding of new HR trends

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

- Explore new HR recruitment strategies
- Review their Performance Management systems
- Take a more strategic approach towards learning and development in an organisational context
- Recognise the importance of designing a reward strategy and e-reward strategy

Day 1 - The Framework of HR Strategy

- The resource-based view of Strategic HRM
- Types of HR Strategies
- Development of HR strategy
- Setting out the strategy
- Implementation of HR strategy
- Evaluation of HR strategy

Day 2 - Resourcing Strategy

- The strategic HRM approach to resourcing
- Integrating Business and resourcing strategies
- Workforce planning
- Employee value proposition
- Resourcing plan
- Retention strategy

Day 3 - Learning and Development Strategy

- Strategic Human Resource Development
- Elements of human resource development
- Strategies for creating a learning culture
- Organisational learning strategies
- Learning organisations' strategies
- Individual learning strategies

Day 4 - Performance Management

- The evolution of performance management
- Performance management process
- Managing organisational performance
- Evaluating performance management
- International performance management

Day 5 - Reward Strategy

- Why have a reward strategy?
- Guiding principles
- Developing reward strategies
- Effective reward strategies
- Reward Strategy and line management capability



Course bookings

In order to attend a BLS course, a written registration request must be sent by email to enquiries@blsuk.com

If the registration is accepted, the course administration department will issue the delegate with an acceptance letter and an invoice.

Payment

Course fees MUST be paid at least **two weeks prior** to the course commencement. Failure to make payment on time will result in an automatic cancellation.

Cancellations

Cancellations made up to seven days prior to course commencement will qualify for a full refund of the course fees. Cancellations made less than seven days prior to course commencement will not qualify for any refund.

All cancellation requests must be submitted in writing.

Language

Fluency in English is an essential requirement for attending courses at BLS.

Cheques

BLS will only accept a/c payee cheques that are made out to Business Learning Solutions Ltd. The invoice number and company name must be indicated clearly on the back. Cheques usually take up to five days to clear.

Substitutions

Delegates registered on any course can be substituted at any time without risk of a penalty. Substitution requests must be made in writing.