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Advanced Strategies & Modern Methodologies in HRM & Career Development

PIK761-0527 SPN-M-1

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Place	: Madrid	**Venue**	: Hotel Emperador (Gran Via 53 - 28013 Madrid - SPAIN) - TBC		
Start Date	: 10-05-2027	**End Date**	: 14-05-2027	**PPP**	: £4950

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If you can't train them, you can't blame them!

Short Description:

COURSE OVERVIEW The training program explores advanced strategies and modern methodologies in Human Resource (HR) management and career development. It focuses on equipping professionals with the necessary tools to navigate the complexities of an ever-evolving workplace. By emphasising contemporary approaches, the program encourages participants to adapt to changing dynamics, enhancing their ability to foster a productive work environment. Furthermore, this training empowers participants to implement effective HR practices that contribute to organisational success. Through a comprehensive understanding of career development frameworks, professionals are better positioned to cultivate talent and drive performance. By integrating these advanced strategies into their HR practices, participants can not only enhance individual career trajectories but also support the overall growth and sustainability of their organisations.

Course Overview:

COURSE OBJECTIVES

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

- Understand the latest trends in human resource management.
- Engage in strategic HR planning.
- Develop career development plans and modern performance management systems.
- Enhance employee engagement and foster a culture of continuous learning.
- Implement effective recruitment strategies.
- Design balanced compensation structures.
- Manage organisational change and ensure HR compliance while addressing legal considerations.

TARGET AUDIENCE

1. HR Managers.
2. HR Specialists.
3. HR Consultants.
4. Organisational Development Professionals.
5. Senior HR Executives.
6. Human Resource Directors.
7. Talent Development Leaders.

Program Outline:

DAY 1: Emerging Trends and Strategic HR Planning

1. Understand the current HR trends and their impact on organisations, including globalisation.
2. Explore the role of technology in shaping HR practices and the rise of remote and flexible work arrangements.

3. Discuss the importance of data-driven decision-making in HR.
4. Develop a comprehensive HR vision and strategy.
5. Analyse both internal and external HR environments to inform strategic planning.

DAY 2: Career Development and Performance Management

1. Understand the importance of career development and techniques for identifying potential career paths.
2. Learn how to implement career development plans and the role of mentoring and coaching in this process.
3. Explore methods for evaluating and monitoring career progress effectively.
4. Discuss the implementation of effective performance management systems.
5. Set and evaluate performance metrics to ensure continuous improvement.

DAY 3: Enhancing Employee Engagement and Organisational Development

1. Techniques for improving employee engagement and addressing disengagement and turnover.
2. Leveraging technology to enhance engagement and align HR strategy with business objectives.
3. Creating a positive workplace culture that fosters continuous learning and development.
4. Measuring and analysing engagement levels effectively.
5. Strategies for fostering a culture of continuous learning and development.

DAY 4: Effective Recruitment and Compensation Management

1. Techniques for attracting top talent and enhancing candidate experience.
2. Utilising AI and automation in recruitment processes.
3. Building a strong employer brand to draw in potential employees.
4. Designing effective compensation and benefits structures to motivate employees.
5. Balancing compensation, benefits, and job satisfaction for overall employee well-being.

DAY 5: Change Management, HR Compliance and Legal Considerations

1. Develop strategies for effectively managing organisational change and engaging employees in the process.
2. Identify techniques to overcome resistance to change and foster a positive attitude toward transitions.
3. Understand and implement HR-related laws and regulations to ensure compliance in workplace policies.
4. Create and enforce HR policies that adhere to legal standards and regulations.
5. Stay informed about the latest legal updates in HR and manage any potential legal disputes effectively.