

€ TRAINING

Certified Human Resources Specialist





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Introduction:

This program is designed to prepare participants for the certification exam only.

This training program delves into advanced strategies and contemporary approaches in human resources, enabling professionals to stay ahead in a dynamic environment. It empowers participants to implement effective HR practices and drive organizational success.

Program Objectives:

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

- Identify and apply advanced trends in human resource management.
- Develop strategies for modern HR practices.
- Implement effective solutions for emerging HR challenges.
- Utilize best practices for employee engagement and retention.
- Analyze and adapt to changes in the HR landscape.
- Prepare for the certification exam.

Targeted Audience:

- HR Managers.
- HR Specialists.
- HR Consultants.
- Organizational Development Professionals.
- Senior HR Executives.

Program Outline:

Unit 1:

Emerging Trends and Strategic HR Management:

- Understanding current HR trends and their impact.

- Technology's role in shaping HR practices.
- Globalization and its influence on HR strategies.
- Aligning HR strategy with business objectives.
- Data-driven decision-making in HR.
- The rise of remote and flexible work arrangements.

Unit 2:

Advanced Recruitment, Talent Acquisition, and Engagement:

- Strategies for attracting top talent.
- The use of AI and automation in recruitment.
- Developing a strong employer brand.
- Techniques for improving employee engagement.
- Creating a positive workplace culture.
- Best practices for talent acquisition and retention.

Unit 3:

Performance Management and Employee Development:

- Implementing effective performance management systems.
- Setting and evaluating performance metrics.
- Utilizing continuous feedback and coaching.
- Aligning performance management with organizational goals.
- Enhancing leadership and management skills.
- Fostering a culture of continuous learning and development.

Unit 4:

HR Planning and Preparing for Future Challenges:

- Strategic HR planning and development.
- Preparing for future HR challenges and opportunities.

- Developing and implementing HR policies and procedures.
- Addressing disengagement and turnover.
- Adapting to performance management trends.
- Building leadership capabilities for the future.

Unit 5:

Certification Exam Preparation:

- Review of key HR concepts and strategies.
- Sample questions and their potential answers.
- Revising HR best practices for the exam.
- Study resources and materials for further preparation.

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