



Human Resources HR Mini MBA



19 - 23 August 2024
Paris (France)



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REF: H1391 DATE: 19 - 23 August 2024 Venue: Paris (France) - Fee: 5940 Euro

Introduction:

This training program provides comprehensive insights into strategic human resources management, designed to equip participants with advanced skills and knowledge essential for HR leadership roles in modern organizations.

Program Objectives:

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

- Understand the strategic role of HR in organizational success.
- Develop leadership capabilities in HR management.
- Implement effective talent acquisition and retention strategies.
- Enhance employee engagement and performance management practices.
- Navigate legal and ethical challenges in HR operations.

Target Audience:

- HR Managers.
- HR Business Partners.
- Talent Acquisition Specialists.
- Training and Development Managers.

Program Outline:

Unit 1:

Strategic HR Management:

- Understanding the strategic role of HR in organizational success.
- Aligning HR strategies with business objectives.
- Developing HR metrics and key performance indicators KPIs for measuring success.
- Implementing change management initiatives in HR.

- Leveraging HR analytics for data-driven decision-making.

Unit 2:

Leadership in Human Resources:

- Developing leadership skills for HR professionals.
- Building effective HR teams and fostering a culture of collaboration.
- Leading HR transformation initiatives.
- Coaching and mentoring for HR development.
- Strategic workforce planning and forecasting.

Unit 3:

Talent Acquisition and Management:

- Recruitment strategies for attracting top talent.
- Onboarding and integrating new employees.
- Succession planning and career development.
- Performance appraisal systems and feedback mechanisms.
- Implementing diversity and inclusion initiatives.

Unit 4:

Employee Engagement and Performance Management:

- Designing employee engagement initiatives.
- Addressing performance issues and managing conflicts.
- Developing and retaining high-performing employees.
- Performance management strategies.
- Employee recognition and rewards programs.

Unit 5:

Legal and Ethical Issues in HR:



- Understanding employment law and compliance.
- Managing ethical considerations in HR decision-making.
- Handling HR-related disputes and resolutions.
- Diversity, equity, and inclusion DEI policies.
- Confidentiality and data protection regulations.