

€ TRAINING

Advanced Human Resource Management



13 - 24 July 2025
Amman (Jordan)



Advanced Human Resource Management

REF: H210 DATE: 13 - 24 July 2025 Venue: Amman (Jordan) - Fee: 5525 Euro

Introduction:

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

Program Objectives:

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

- Master advanced HRM techniques and strategies.
- Align HRM practices with organizational goals and culture.
- Develop and implement innovative HR policies and procedures.
- Utilize data-driven approaches for effective decision-making in HRM.
- Lead organizational change initiatives with a focus on HRM.

Targeted Audience:

- Senior HR Professionals.
- HR Managers and Directors.
- Organizational Development Specialists.
- Talent Management Professionals.
- HR Consultants.

Program Outline:

Unit 1:

Strategic HRM:

- Understanding the role of HRM in strategic planning.
- Aligning HR strategies with business objectives.
- Developing HR policies that support organizational goals.

- Strategic workforce planning and talent management.
- The impact of globalization on HR strategies.

Unit 2:

Advanced Recruitment and Selection:

- Innovative recruitment strategies for attracting top talent.
- Advanced techniques in candidate assessment and selection.
- Enhancing the candidate experience throughout the recruitment process.
- Building a strong employer brand.
- Best practices in onboarding and integration of new hires.

Unit 3:

Performance Management Systems:

- Designing effective performance management systems.
- Linking performance management to organizational success.
- Implementing 360-degree feedback systems.
- Performance appraisal techniques and challenges.
- Using performance data for employee development.

Unit 4:

Talent Management and Succession Planning:

- Identifying and developing high-potential employees.
- Creating and implementing succession plans.
- Strategies for retaining top talent.
- The role of leadership development in talent management.
- Measuring the success of talent management initiatives.

Unit 5:

Compensation and Benefits Management:

- Designing competitive compensation packages.
- Implementing effective benefits programs.
- Understanding the impact of compensation on employee motivation and retention.
- Equity and fairness in compensation.
- Trends in global compensation and benefits management.

Unit 6:

Employee Relations and Conflict Resolution:

- Building positive employee relations.
- Techniques for resolving workplace conflicts.
- Managing disciplinary and grievance procedures.
- The role of HR in maintaining a harmonious work environment.
- Legal aspects of employee relations.

Unit 7:

HR Analytics and Data-Driven Decision Making:

- The importance of data in HR decision-making.
- Tools and techniques for HR analytics.
- Leveraging data to improve HR processes.
- Predictive analytics in HRM.
- Case studies on successful use of HR analytics.

Unit 8:

Organizational Development and Change Management:

- The role of HR in driving organizational change.
- Techniques for managing change in organizations.
- Building a culture of continuous improvement.

- HR's role in organizational development initiatives.
- Case studies on successful change management.

Unit 9:

Learning and Development Strategies:

- Designing effective training and development programs.
- Implementing learning management systems LMS.
- Evaluating the effectiveness of training programs.
- Career development and employee growth.
- The role of HR in fostering a learning culture.

Unit 10:

Global HRM and Cross-Cultural Management:

- Managing HRM in a global context.
- Understanding cross-cultural differences in HR practices.
- Strategies for managing a global workforce.
- Legal and ethical issues in global HRM.
- Case studies on successful global HRM strategies.