GLOBAL TRAINING INSTITUTE

Mastering HR Processes and Change Management



GTI - Coordination Office and International Relations (Accredited Programs)

Course Description

The Mastering HR Processes and Change Management is a comprehensive training course that explores essential areas of modern Human Resource Management (HRM). This program addresses core HR issues with a critical lens, providing participants with theoretical knowledge, best practice guidelines, and skills development in organizational development. The course emphasizes the intersection of HR processes, workplace culture, and effective change management, equipping professionals with the tools needed to navigate complex organizational landscapes.

Who Should Attend

This course is suitable for a wide range of professionals, including:

- HR professionals at all levels
- New HR personnel seeking foundational knowledge
- Supervisors and managers looking to enhance their change management skills
- Professionals needing to stay current with HR practices and trends
- Occupational health and safety staff involved in change initiatives
- Individuals who have previously trained in HR but want to update their knowledge

Course Objectives

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

- Understand Strategic HRM approaches (SHRM).
- Demonstrate expertise in employee resourcing, recruitment, and reward.
- Apply best practices in managing employees facing challenges.
- Manage performance effectively in multicultural environments.
- Design and implement change management models in the workplace.
- Analyze and influence organizational culture.
- Develop practical skills in Organizational Development (OD).

Course Content

Foundations of Strategic HRM

- Overview of SHRM and its importance in modern HR practices.
- Key roles and responsibilities of HR professionals.
- The impact of data analytics on HR decision-making.

Performance Management

- Strategies for managing performance in diverse cultural settings.
- Techniques for identifying and addressing performance gaps.
- The significance of performance appraisal systems.

Employee Resourcing and Reward Systems

- Effective recruitment and selection strategies, including the use of social media.
- Understanding motivation and the psychological contract.
- Best practices in reward management and employee benefits.

Change Management

- Differentiating between change management and change leadership.
- Approaches to implementing organizational change effectively.
- The role of emotional intelligence in managing change.

Organizational Development and Culture

- Understanding the principles of Organizational Development (OD).
- Analyzing the impact of organizational culture on change initiatives.
- Developing tools like the Balanced Scorecard for performance management.