

HR On Purpose: Becoming An Effective HR Business Partner

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Course Overview:

In a rapidly evolving corporate landscape, understanding the modern trends in HR Operations is crucial for organizational success. Our course, 'Modern Trends in HR: Guided by SHRM's "HR on Purpose"', provides comprehensive training for HR professionals aiming to enhance their skills and gain HR manager certifications. Incorporating HR concepts along with practical insights, this course is designed for HR professionals looking to elevate their roles to HR business partners. By mastering the role of a business partner in HR, participants will be empowered to influence business strategies and drive change in their organizations. Learning about HR is made dynamic and enriching through our robust HR training program, which also leads to valuable HR certification programs.

Target Audience:

- HR professionals
- HR managers
- Potential HR business partners
- Individuals interested in learning about HR
- Individuals keen on obtaining HR course certification
- Individuals aiming to deliver training for HR managers

Targeted Organizational Departments:

- Human Resources department
- Organizational leaders and managers from all departments seeking to understand HR operations and their impact on business strategy

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Targeted Industries:

- Information Technology
- Manufacturing
- Healthcare
- Service industries

Course Offerings:

- Comprehensive understanding of modern HR concepts
- Proficiency in the role of business partner HR
- Detailed knowledge of HR operations
- Ability to provide training for HR managers
- Enhancement of skills for HR professionals
- Certification in HR

Training Methodology:

Our training methodology involves a blend of theoretical sessions on HR concepts and practical, interactive sessions aimed at developing the skills of HR professionals. Case studies on HR operations and the role of business partner HR are discussed in detail, fostering an engaging learning environment. Regular feedback sessions help participants align their learnings with their professional goals, thereby, maximizing the benefits of our HR training program.

Course Toolbox:

Participants will be provided with:

- Comprehensive workbooks detailing HR concepts
- Software for managing HR operations
- Checklist for HR managers' responsibilities
- Templates for various HR processes
- Guide on HR certification programs and courses in HR management

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Course Agenda:

Day 1: Understanding HR and its Operations

- **Topic 1:** The Importance of HR Operations Exploring the role and significance of HR operations in organizations, inspired by 'All Apologies.'
- **Topic 2:** HR Fundamentals and Key Concepts A deep dive into essential HR concepts and practices, drawing on 'Versus: Choose a Side' and 'Ask Me Why.'
- **Topic 3:** HR Operations Best Practices Discussing best practices in HR operations, using insights from 'All Apologies' and '30 Days ... or Else.'
- **Topic 4:** HR in Action Real-world examples and case studies of HR operations, inspired by 'Lava Lamps, Music, and Toys Bottom-Shelf Thinking.'
- **Topic 5:** HR Trends and Future Directions Exploring current trends and future directions in HR operations, based on 'Lava Lamps, Music, and Toys Bottom-Shelf Thinking.'
- **Reflection & Review:** Recap and reflections on HR operations and concepts, inspired by 'Lava Lamps, Music, and Toys Bottom-Shelf Thinking.'

Day 2: Developing HR Professionals

- **Topic 1:** Skill Building for HR Professionals Developing essential skills for HR professionals, based on the themes from 'BOTTOM-SHELF THINKING' and 'Be Strategic Daily.'
- **Topic 2:** Training and Certification Pathways Overview of training and certification opportunities for HR professionals, incorporating ideas from 'All By Myself' and 'Where Is He?.'
- **Topic 3:** Career Development for HR Professionals Strategies for career development and growth in HR, inspired by 'Be Strategic Daily' and 'All By Myself.'
- **Topic 4:** Leadership in HR Building leadership capabilities within HR roles, using insights from 'BOTTOM-SHELF THINKING' and 'Where Is He?.'
- **Topic 5:** Mentorship and Coaching The importance of mentorship and coaching in HR development, drawing from 'Dealing with the Dark Side.'
- **Reflection & Review:** Reflecting on skills development and training methodologies, inspired by 'Dealing with the Dark Side.'

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Day 3: Embracing the Role of HR Business Partners

- **Topic 1:** The Role of HR Business Partners Understanding the strategic role of HR as business partners, with lessons from 'Removing Boulders' and 'Hey, You're Different!!.'
- **Topic 2:** Strategic HR Management Implementing HR strategies and concepts in business partner roles, drawing insights from 'Don't Let the Cement Dry' and 'Show. Do. Review.'
- **Topic 3:** Collaboration and Communication Enhancing collaboration and communication within organizations, inspired by 'Removing Boulders' and 'Hey, You're Different!!.'
- **Topic 4:** Data-Driven HR Using data and analytics to drive HR decisions, based on 'Don't Let the Cement Dry.'
- **Topic 5:** Change Management Managing organizational change as an HR business partner, using themes from 'Show. Do. Review.'
- **Reflection & Review:** Review of the role and importance of HR business partners, inspired by 'Keep It Simple.'

Day 4: Certification and Training: Stepping Stones for HR Managers

- **Topic 1:** Navigating HR Certification Programs Guidance on pursuing HR certifications and their career impact, with insights from 'What About You?' and 'Checkers or Chess?.'
- **Topic 2:** Training for Aspiring HR Managers Effective training methods for future HR managers, with concepts from 'Passion Is Not a Dirty Word' and 'Be Full.'
- **Topic 3:** Advanced HR Strategies Exploring advanced strategies in HR management, inspired by 'What About You?' and 'Checkers or Chess?.'
- **Topic 4:** HR Technology and Innovation Leveraging technology and innovation in HR practices, based on 'Passion Is Not a Dirty Word' and 'Be Full.'
- **Topic 5:** HR Ethics and Compliance Ensuring ethical practices and compliance in HR, drawing from 'Life vs. Function.'
- **Reflection & Review:** Understanding the importance of certification and training for career growth, with lessons from 'Life vs. Function.'

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Day 5: Implementing HR Learnings & Networking

- **Topic 1:** From Learning to Implementation Strategies for applying HR knowledge and practices in real-world scenarios, inspired by 'SAFE HAVEN' and 'HAVE A TRIBE.'
- **Topic 2:** Building an HR Network The significance of building and maintaining professional networks in HR, based on 'THE WORK OF NETWORKING.'
- **Topic 3:** HR Best Practices Reviewing and implementing best practices in HR, drawing from 'SAFE HAVEN' and 'HAVE A TRIBE.'
- **Topic 4:** HR Innovation and Trends Exploring the latest trends and innovations in HR, based on 'THE WORK OF NETWORKING.'
- **Topic 5:** HR Case Studies Analyzing real-world HR case studies to apply learnings, inspired by 'Checkers or Chess?.'
- **Reflection & Review:** Review of HR implementation strategies and the value of networking, incorporating themes from 'Checkers or Chess?.'

How This Course is Different from Other 'Modern Trends in HR' Courses:

'Modern Trends in HR: Guided by SHRM's "HR on Purpose"' provides a comprehensive understanding of HR operations, coupled with hands-on training for HR professionals. What sets it apart from other HR courses is its focus on the transformational role of business partner HR, emphasizing the strategic importance of HR professionals in today's business landscape. It offers a thorough HR training program and provides a clear path towards HR course certification and HR manager certifications.

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Training Course Categories

- Agile PM and Project Management Training Courses
- Agribusiness & Food Security Training Courses
- Aviation Management and Operations Training Courses
- Certified Courses By International Bodies
- Communication and Public Relations Training Courses
- Crisis Management and Business Continuity Training Courses
- Data Analytics Training and Data Science Courses
- Digital Government & Public Service Training Courses
- Education and Learning Development Training Courses
- Environment & Sustainability Training Courses
- Facilities and Real Estate Training Courses
- Finance and Accounting Training Courses
- Governance, Risk and Compliance Training Courses
- Healthcare Management Training Courses
- Heritage Conservation and Museum Management Training Courses
- Hospitality and Tourism Training Courses
- Human Resources Training and Development Courses
- IT Security Training & IT Training Courses
- Leadership and Management Training Courses
- Legal Training, Procurement and Contracting Courses
- Maintenance Training and Engineering Training Courses
- Marketing, Customer Relations, and Sales Courses
- NGO, Humanitarian and Development Management Training Courses
- Occupational Health, Safety and Security Training Courses
- Oil & Gas Training and Other Technical Courses
- Personal & Self-Development Training Courses

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Training Course Categories

- Quality and Operations Management Training Courses
- Secretarial and Administration Training Courses
- Shipping, Maritime and Ports Training Courses

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