

## Advanced Strategies in Human Resources

*London (UK) - Landmark Office Space - Oxford Street*

*30 December 2024 - 3 January 2025*

UK Training

# PARTNER



## Advanced Strategies in Human Resources

code: HR28 From: 30 December 2024 - 3 January 2025 Venue: London (UK) - Landmark Office Space - Oxford Street  
Fees: 4700 Pound

### Introduction

Advanced Strategic HR Management training course focuses on human resource strategy, its integration with corporate planning, and the growth of human resource policies. Human resource management HRM is concerned with the personnel policies and supervisory practices and systems that manipulate the workforce. In broader terms, all decisions that affect the workforce of the organization are covered under this function. This course gives you knowledge of this function to better adapt and apply to your organization.

### Course Objectives of The Advanced Strategies in Human Resources

- Understand the concepts and definitions of Human Resources Management
- Develop a training strategy to fulfill organisational needs
- Develop staff selection processes and performance appraisal systems
- Learn the Training Needs Analysis methodology and economic training delivery
- Sharpen communication and inter-personal skills for training
- Deliver training demands and evaluate the benefits effectively
- Understand how unwanted behaviours can cause conflict in the workplace

### The Advanced Strategies in Human Resources Course Outlines

#### Day 1

##### Strategic Human Resource Planning

- How HR can be more strategic in an organization
- Different strategic tools and their application
- Building Ethical Organizations
- How to create a transparent and ethical culture
- The impact of external and internal factors on change

#### Day2

##### Effective Recruitment

- Understand the organizations strengths and weaknesses regarding Recruitment and Selection and external elements that affect effective recruitment
- Understand the impact of a best practice approach
- Avoid common management pitfalls

A graphic of a chessboard with several chess pieces. A large gold king piece is in the foreground, with a silver pawn and a silver knight behind it. In the background, there are concentric circles and the text 'UK Training PARTNER' in a bold, sans-serif font.

UK Training  
**PARTNER**

- Plan effectively prior to the interview
- Attract the right candidates using best practice techniques
- Plan the interview process to ensure efficiency and effectiveness
- Outline the importance of your communication skills
- Work within the legal framework
- Develop your own questioning techniques
- Structure of the interview, including delivering meaningful feedback
- The use of Psychometric Assessment

### Day 3

#### Improving Motivation and Job Satisfaction

- Maximizing your human capital
- Effective Appraisal
- Performance appraisal objectives
- Alternative appraisal methodologies
- Effective and ineffective appraisals
- Assertiveness Skills
- Understanding the various models

### Day 4

#### Effective Communication Skills

- Essential Listening and questioning techniques
- Maximizing good use of Body Language to positively influence
- Diversity Issues for HR Professionals
- Influencing across cultural differences and global business relationships

### Day 5

#### Identification and Analysis of Training Needs

- Training and development strategy
- Analysis of training needs
- Cost-effective training delivery
- Skills transfer to the work-place

A graphic of a chessboard with several chess pieces. A large gold king piece is in the foreground, with a silver pawn and a silver knight behind it. In the background, there are concentric circles and the text 'UK Training PARTNER'.



## Blackbird Training Cities

### Europe & USA



Zurich (Switzerland )



Stockholm (Sweden)



Lyon (France)



Copenhagen (Denmark)



Bordeaux (France)



Annecy (France)



Oslo (Norway)



Edinburgh (UK)



Glasgow (Scotland )



Malaga (Spain)



London (UK)



Istanbul (Turkey)



Amsterdam (Netherlands)  
(Switzerland)



Düsseldorf (Germany)



Paris (France)



Barcelona (Spain)



Munich (Germany)



Geneva



Prague (Czech)



Vienna (Austria)



Rome (Italy)



Brussels (Belgium)



Madrid (Spain)



Berlin (Germany)



Lisbon (Portugal)



Manchester (UK)



Milan (Italy)

### USA & CANADA



Los Angeles (USA)



Florida (USA)



Online



Boston (USA)



Washington (USA)



Miami (USA)



New York (USA)



Toronto (Canada)



## Blackbird Training Cities

### Asia



Baku (Azerbaijan)



Maldives (Maldives)



Manila (Philippines)



Bali (Indonesia )



Bangkok (Tailand)



Beijing (China)



Jakarta (Indonesia)  
(Malaysia)



Moscow (Russia )



Singapore (Singapore )



Sydney (Australia)



Tokyo (Japan)



Kuala Lumpur

### Afrika



Kigali (Rwanda)



Cape Town (South Africa)



Accra (Ghana)



Lagos (Nigeria)



Marrakesh (Marocco)



Nairobi (Kenya)



Dubai (UAE)



Cairo (Egypt)



Sharm El-Sheikh (Egypt)



Casablanca (Morocco)



Tunis (Tunisia)

UK Traininig  
**PARTNER**

## Blackbird Training Clients

 <b>MANNAI CORPORATION</b> MANNAI Trading Company WLL, Qatar	 <b>GAC</b> UNE FILIALE D' EGA Alumina Corporation Guinea	 <b>Booking.com</b> Booking.com Netherlands	 <b>OXFAM</b> Oxfam GB International Organization, Yemen	 <b>Capital Markets Authority</b> Kuwait
 <b>Waltersmith</b> Waltersmith Petroman Oil Limited Nigeria	 <b>QNB</b> Qatar National Bank (QNB), Qatar	 <b>Qatar Foundation</b> Qatar	 <b>AFRICAN UNION ADVISORY BOARD ON CORRUPTION</b> Tanzania	 <b>KFAS</b> KFS Kuwait
 <b>Reserve Bank of Malawi</b> Malawi	 <b>Central Bank of Nigeria</b> Nigeria	 <b>Ministry of Interior Kingdom of Saudi Arabia</b> KSA	 <b>Mabruk Oil Company</b> Libya	 <b>Saudi Electricity Company</b> KSA
 <b>BPKH</b> Badan Pengelola Keuangan Haji BADAN PENGELOLA KEUANGAN Haji, Indonesia	 <b>NATO Italy</b>	 <b>ENI</b> ENI CORPORATE UNIVERSITY, Italy	 <b>GULF BANK</b> Gulf Bank Kuwait	 <b>General Organization for Social Insurance</b> KSA
 <b>Defence Space Administration</b> Nigeria	 <b>National Industries Group (Holding),</b> Kuwait	 <b>Hamad Medical Corporation</b> Qatar	 <b>USAID</b> Pakistan	 <b>STC</b> STC Solutions, KSA
 <b>North Oil Company</b> North Oil company,	 <b>EKO</b> EKO Electricity	 <b>OMAN BROADBAND</b> Oman Broadband	 <b>UNITED NATIONS</b> UN.	 <b>Authority for Electricity Regulation, Oman</b> Authority for

UK Training  
**PARTNER**





## Blackbird Training Categories

### Management & Admin

Professional Skills  
Finance, Accounting, Budgeting  
Media & Public Relations  
Project Management  
Human Resources  
Audit & Quality Assurance  
Marketing, Sales, Customer Service  
Secretary & Admin  
Supply Chain & Logistics  
Management & Leadership  
Agile and Refinement

### Technical Courses

Hospital Management  
Public Sector  
Special Workshops  
Oil & Gas Engineering  
Telecom Engineering  
IT & IT Engineering  
Health & Safety  
Law and Contract Management  
Customs & Safety  
Aviation  
C-Suite Training



International House 185 Tower Bridge  
Road London SE1 2UF United Kingdom



+44 7401 1773 35  
+44 7480 775526



[training@blackbird-training.com](mailto:training@blackbird-training.com)



[www.blackbird-training.com](http://www.blackbird-training.com)

UK Training

**PARTNER**

Head Office: +44 7480 775 526 | 0 7401 177 335  
Email: [training@blackbird-training.com](mailto:training@blackbird-training.com)  
Website: [www.blackbird-training.com](http://www.blackbird-training.com)

