

## Advanced Strategies in Human Resources

*Kigali (Rwanda)*

*6 - 10 October 2025*

UK Training

# PARTNER



## Advanced Strategies in Human Resources

Code: HR28 From: 6 - 10 October 2025 City: Kigali (Rwanda) Fees: 3300 Pound

### Introduction

The "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 personnel policies and supervisory practices that influence the workforce. Broadly, it encompasses all decisions that affect the workforce within an organization. This course provides participants with essential knowledge and skills to effectively adapt and implement HR strategies tailored to their organizational needs.

### Course Objectives

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

- Understand the key concepts and definitions of Human Resource Management HRM.
- Develop a training strategy that aligns with organizational needs and goals.
- Establish efficient staff selection processes and performance appraisal systems.
- Learn the methodology for Training Needs Analysis and how to deliver cost-effective training.
- Enhance communication and interpersonal skills to deliver impactful training.
- Implement training needs and effectively evaluate the benefits of training programs.
- Understand how undesirable behaviors can lead to conflicts within the workplace.

### Course Outlines

#### Day 1: Strategic Human Resource Planning

- How HR can become more strategic within an organization.
- Various strategic tools and their practical application in HRM.
- Building ethical organizations and creating a transparent, ethical culture.
- The impact of external and internal factors on organizational change.

#### Day 2: Effective Recruitment

- Understanding organizational strengths and weaknesses in recruitment and selection.
- The influence of best practices on recruitment effectiveness.
- Avoiding common management pitfalls in the hiring process.
- Planning effectively before the interview and attracting the right candidates.
- Structuring the interview process for efficiency and effectiveness.
- Importance of communication skills in recruitment.
- Operating within the legal framework during recruitment.
- Enhancing questioning techniques and using psychometric assessments.

A graphic of a chessboard with several chess pieces (king, queen, rook, knight, and pawns) in gold and silver. The text 'UK Training PARTNER' is overlaid on the board, with 'UK Training' in a smaller font above 'PARTNER' in a large, bold, black font.

UK Training  
**PARTNER**

### Day 3: Improving Motivation and Job Satisfaction

- Maximizing human capital to drive performance.
- Objectives of performance appraisals.
- Exploring alternative appraisal methodologies.
- Identifying effective and ineffective appraisal practices.
- Assertiveness skills for improving employee engagement.
- Understanding different performance appraisal models.

### Day 4: Effective Communication Skills

- Essential listening and questioning techniques.
- How to use body language effectively to influence communication.
- Managing diversity issues within HR practices.
- Navigating cultural differences and fostering global business relationships.

### Day 5: Identification and Analysis of Training Needs

- Developing a comprehensive training and development strategy.
- Conducting Training Needs Analysis.
- Delivering cost-effective training programs.
- Transferring skills into the workplace to ensure sustainable impact.

### Why Attend This Course: Wins & Losses!

- In-Depth Understanding of HR Strategies: Learn how to develop and implement HR strategies that align with organizational objectives, improving team performance and achieving strategic goals.
- Learn Best Practices in Recruitment and Training: Gain advanced skills in effective recruitment and performance appraisal systems, including the use of psychometric assessments and creating cost-effective training strategies for better employee performance.
- Enhance Communication and Organizational Effectiveness: Develop essential communication skills that foster better workplace collaboration, employee engagement, and cultural sensitivity.
- Master Training and Development Techniques: Learn how to analyze training needs and deliver impactful training that aligns with business objectives, boosting organizational growth.
- Apply Strategic HR Tools: Familiarize yourself with the latest HR management tools and techniques that enable your organization to remain competitive and adaptable in a dynamic business environment.

### Conclusion

The "Advanced Strategic HR Management" course offers a fantastic opportunity for HR professionals to deepen their understanding of strategic HR management practices. By attending this course, participants will gain valuable insights into HR strategy development, recruitment processes, training delivery, and performance management. Don't miss out on this opportunity to enhance your skills in Human Resource Management and drive tangible progress in your professional career.

A graphic of a chessboard with several chess pieces (a king, queen, and pawns) in the foreground. The text 'UK Training PARTNER' is overlaid on the board.

UK Training  
**PARTNER**



## Blackbird Training Cities

### Europe



Malaga (Spain)



Sarajevo (Bosnia and Herzegovina)



Oporto (Portugal)



Glasgow (Scotland)



Edinburgh (UK)



Oslo (Norway)



Annecy (France)



Bordeaux (France)



Copenhagen (Denmark)



Birmingham (UK)



Lyon (France)



Moscow (Russia)



Stockholm (Sweden)



Podgorica (Montenegro)



Batumi (Georgia)



Salzburg (Austria)



London (UK)



Istanbul (Turkey)



Amsterdam



Düsseldorf (Germany)



Paris (France)



Athens (Greece)



Barcelona (Spain)



Munich (Germany)



Geneva (Switzerland)



Prague (Czech)



Vienna (Austria)



Rome (Italy)



Brussels (Belgium)



Madrid (Spain)



Berlin (Germany)



Lisbon (Portugal)



Zurich (Switzerland)



Manchester (UK)



Milan (Italy)



## Blackbird Training Cities

### USA & Canada



Los Angeles (USA)



Orlando, Florida (USA)



Online



Phoenix, Arizona (USA)



Houston, Texas (USA)



Boston, MA (USA)



Washington (USA)



Miami, Florida (USA)



New York City (USA)



Seattle, Washington (USA)



Washington DC (USA)



In House



Jersey, New Jersey (USA)



Toronto (Canada)

### ASIA



Baku (Azerbaijan)  
(Thailand)



Maldives (Maldives)



Doha (Qatar)



Manila (Philippines)



Bali (Indonesia)



Bangkok



Beijing (China)



Singapore (Singapore)



Sydney



Tokyo (Japan)



Jeddah (KSA)



Riyadh (KSA)



Melbourne (Australia)  
Korea



Phuket (Thailand)



Dubai (UAE)



Kuala Lumpur (Malaysia)



Kuwait City (Kuwait)



Seoul (South)



Pulau Ujong (Singapore)



Irbid (Jordan)



Jakarta (Indonesia)



Amman (Jordan)



Beirut

UK Training  
**PARTNER**



## Blackbird Training Cities

### AFRICA



Kigali (Rwanda)



Cape Town ( South Africa)



Accra (Ghana)



Lagos (Nigeria)



Marrakesh (Morocco)



Nairobi (Kenya)



Zanzibar (Tanzania)



Tangier (Morocco)



Cairo (Egypt)



Sharm El-Sheikh (Egypt)



Casablanca (Morocco)



Tunis (Tunisia)



## Blackbird Training Clients



MANNAI Trading  
Company WLL,  
Qatar



Alumina Corporation  
Guinea



Booking.com  
Netherlands



Oxfam GB International  
Organization,  
Yemen



Capital Markets  
Authority,  
Kuwait



Waltersmith Petroman Oil Limited  
Nigeria



Qatar National Bank  
(QNB),  
Qatar



Qatar Foundation,  
Qatar



AFRICAN UNION ADVISORY  
BOARD ON CORRUPTION,  
Tanzania



KFAS  
Kuwait



Reserve Bank of  
Malawi,  
Malawi



Central Bank of Nigeria  
Nigeria



Ministry of Interior  
Kingdom of Saudi Arabia  
KSA



Mabruk Oil Company  
Libya



Saudi Electricity  
Company,  
KSA



BADAN PENGELOLA  
KEUANGAN Haji,  
Indonesia



NATO  
Italy



ENI CORPORATE  
UNIVERSITY,  
Italy



Gulf Bank  
Kuwait



General Organization for  
Social Insurance  
KSA



Defence Space Administration  
Nigeria



National Industries  
Group (Holding),  
Kuwait



Hamad Medical  
Corporation,  
Qatar



USAID  
Pakistan



STC Solutions,  
KSA



North Oil company,



EKO Electricity



Oman Broadband



UNITED NATIONS  
UN.



Authority for

UK Training  
**PARTNER**

## Blackbird Training Categories

### Management & Admin

Entertainment & Leisure  
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 Elevation

### Technical Courses

Artificial Intelligence (AI)  
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

 Sales@blackbird-training.com

 www.blackbird-training.com

UK Training  
**PARTNER**

