

CHRM (Certified Human Resources Manager)

Kigali (Rwanda)

2 - 6 December 2024

UK Training

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Code: HR28 From: 2 - 6 December 2024 City: Kigali (Rwanda) Fees: 3300 Pound

Introduction

The Certified Human Resources Manager CHRM training course is designed to provide participants with the knowledge and skills essential for excelling as a Human Resources Manager. This comprehensive program covers the core aspects of human resource management HRM, equipping attendees with practical insights and strategies to enhance organizational effectiveness through the application of HR principles. Whether you are an aspiring HR professional or looking to upgrade your HR capabilities, this course will deepen your understanding of the human resource manager's role and strategic importance in modern organizations.

Course Objectives

The CHRM certification is structured to help participants master the following key competencies:

- Human resource management principles: Gain a comprehensive foundation in the core functions and practices of HRM, including recruitment, talent management, and compliance with labor laws.
- Legal and ethical compliance in human resource management: Understand the critical legal and ethical considerations that shape human resources management policies and ensure organizational compliance.
- Talent acquisition and retention: Develop the skills to attract, select, and retain top talent, a fundamental part of any human resource manager's duties.
- Employee development and performance management: Learn effective human resource management skills for building a high-performance workforce through employee training, development, and goal setting.
- Compensation and benefits management: Master the strategies for designing and implementing effective compensation and benefits programs that boost employee motivation and retention.
- HR communication and interpersonal skills: Improve your ability to address HR-related challenges by enhancing your interpersonal and communication skills, key elements in the human resource manager's role.
- Emerging trends in global and international human resource management: Stay ahead of innovations in HRM, including diversity, inclusion, and the integration of HR analytics for decision-making.

Course Outlines

Day 1: Introduction to Human Resource Management

- What is human resource management? A detailed overview of its functions, roles, and strategic significance.
- Human resource manager definition: Understanding the evolution of HR and its role in driving organizational success.
- Legal and ethical compliance in human resource management: Key legal aspects and ethical considerations in HR policies.
- HR planning and strategy alignment: Learn how HR contributes to achieving organizational goals through

The logo for UK Training Partner features the text 'UK Training' in a smaller font above the word 'PARTNER' in a large, bold, black font. The background includes a chessboard with several chess pieces (a king, a queen, and a pawn) and a circular graphic element.

effective planning.

Day 2: Talent Acquisition and Retention

- Job analysis and design: Key steps in structuring roles to meet organizational needs.
- Recruitment and selection strategies: Explore techniques for sourcing and hiring top talent.
- Onboarding and orientation: Develop comprehensive onboarding processes to integrate new hires effectively.
- Employee retention strategies: Tactics for reducing turnover and fostering loyalty, a key aspect of a successful human resources manager.

Day 3: Performance Management and Employee Development

- Performance management techniques: Learn about performance appraisal methods that align employee goals with company objectives.
- Employee development plans: The importance of career development and succession planning in sustaining a high-performing workforce.
- Training and development programs: Best practices for designing impactful employee training initiatives.

Day 4: Employee Engagement and Rewards Management

- Employee engagement initiatives: Strategies for fostering a motivated and engaged workforce.
- Recognition and rewards programs: Designing programs that enhance employee satisfaction and productivity.
- Compensation and benefits management: Deep dive into managing salary structures and employee benefits that attract and retain talent.

Day 5: HR Challenges and Future Trends

- Diversity and inclusion management: Learn about managing a diverse workplace and fostering an inclusive culture.
- Employee relations and conflict resolution: Essential skills for resolving disputes and maintaining positive workplace dynamics.
- HR metrics and analytics: The role of data in making informed HR decisions, a growing trend in global human resource management.
- Innovation in human resource management: Emerging trends and technologies that are reshaping the HR landscape globally.

Conclusion

Obtaining the Certified Human Resources Manager CHRM certification enhances your professional credibility and prepares you for leadership roles in international human resource management. This course provides an in-depth understanding of human resource management functions and equips you with the tools needed to tackle HR challenges in a dynamic and global business environment.

By the end of the course, you will have a clear understanding of why human resource management is important and be fully prepared to implement human resource management planning processes that align with organizational strategies, ensuring long-term success.

A graphic of a chessboard with several chess pieces (a king, a queen, a rook, and a knight) on it, set against a background of concentric circles. The text 'UK Training PARTNER' is overlaid on the right side of the board.

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Start your journey today to become a Certified Human Resource Manager and gain the expertise needed to lead the future of human resource management effectively.

A graphic illustration in the bottom right corner shows a chessboard with several pieces: a silver pawn, a silver knight, and a gold king. Behind the pieces are several concentric, semi-transparent circles that create a ripple effect.

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Head Office: +44 7480 775 526
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 International House 185 Tower Bridge
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 +44 7401 1773 35
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 Sales@blackbird-training.com

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