

Writing Policies & Procedure for HR & Organizations

Munich (Germany)

11 - 15 August 2025

UK Training

PARTNER



Writing Policies & Procedure for HR & Organizations

Code: HR28 From: 11 - 15 August 2025 City: Munich (Germany) Fees: 4400 Pound

Introduction

In an increasingly competitive employment environment, when you want to attract and retain high performers, managing your employee relations and communications are increasingly critical and form part of your overall HR strategy.

This course will guide you to develop and implement HR P&Ps in your organization. You will ensure that your employment contracts and HR manuals meet your business needs, whilst attracting, retaining, engaging, and motivating employees. It will cover the fundamentals of HR policy development from strategy alignment through to policy identification and implementation.

Course Objectives of Writing Policies & Procedure for HR and Organizations

- Understand organization culture and ensure that policies are used as a strategic alignment tool - not a policing mechanism.
- Carry out an in-depth analysis of their organization's HR policy
- Benchmark their policies against current best practices and the latest thinking.
- Improve employee engagement whilst developing trust and fairness for both parties in the employer-employee relationship.
- Develop, implement, and revise HR policies and procedures.

Writing Policies & Procedure for HR and Organizations Course Outlines

Day 1

Policy Development

- Fundamentals of policy development
- Developing a content outline for a policy manual
- Stakeholder involvement
- Sensitive critical policy areas
- Recent policy developments
- Identifying organizational needs

Day 2

HR Policy Development

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

UK Training
PARTNER

- Terms and Conditions of employment T&Cs
- General HR policies and procedures P&Ps
- Designing HR policies and procedures to support wider HR strategies
- Dealing with sensitive areas of HR policy
- How the relationship between employer and employee the psychological contract has changed
- Developing a supporting user-friendly HR manual

Day 3

Policy Implementation

- How to ensure line managers buy-in through good communication
- Policy communication
- Confidentiality and controlling access

Day 4

Policy Evaluation and Amendments

- Policy evaluation
- Gathering feedback
- Designing and implementing HR Policy Audit
- Policy changes and amendment
- Reviewing the HR manual

Day 5

Special cases

- Policy evaluation
- Policies for specific strategic initiatives
- Policies and procedures for international assignments
- Achieving work-life balance

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)
(Netherlands)



Podgorica (Montenegro)



Batumi (Georgia)



London (UK)



Istanbul (Turkey)



Amsterdam



Düsseldorf (Germany)



Paris (France)



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)

Africa



Baku (Azerbaijan)
(Thailand)



Maldives (Maldives)



Doha (Qatar)



Manila (Philippines)



Bali (Indonesia)



Bangkok



Beijing (China)



Singapore (Singapore)



Sydney (Australia)



Tokyo (Japan)



Jeddah (KSA)



Riyadh (KSA)



Dubai (UAE)



Kuala Lumpur (Malaysia)



Kuwait City (Kuwait)



Pulau Ujong (Singapore)



Jakarta (Indonesia)



Amman (Jordan)



Beirut (Lebanon)

UK Training
PARTNER

Blackbird Training Cities

Asia



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



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 Elevation

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

 Sales@blackbird-training.com

 www.blackbird-training.com

UK Training
PARTNER

