

HR Processes, Culture & Change Management

Kigali (Rwanda)

17 - 28 February 2025

UK Training

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HR Processes, Culture & Change Management

Code: HR28 From: 17 - 28 February 2025 City: Kigali (Rwanda) Fees: 5600 Pound

Introduction

In today's rapidly changing business environment, adaptability, innovation, and people-centered strategies have become critical factors in maintaining competitive advantage. This training program aims to empower HR professionals and organizational leaders with advanced knowledge and practical skills to enhance HR operations, foster a high-performance culture, and drive transformational change. By leveraging modern technologies, data-driven decision-making, and cultural intelligence, participants will explore how HR can be a driver of institutional excellence. The program focuses on aligning HR initiatives with strategic goals, addressing cultural challenges, and strengthening change management to achieve sustainable success.

Course Objectives

- Enhance HR Operations: Design and implement efficient, technology-driven processes to boost employee engagement and operational efficiency.
- Promote a High-Performance Culture: Build a culture that encourages collaboration, innovation, and inclusivity in line with organizational values.
- Lead Change Management: Apply advanced strategies to manage resistance, communicate effectively, and ensure smooth transitions during organizational change.
- Leverage HR Technologies: Utilize modern tools and analytics to support strategic decision-making and improve workforce management.
- Address Cultural Dynamics: Tackle multicultural challenges and foster a unified, adaptable organizational culture.
- Support Employee Experience: Redesign HR processes to focus on employee well-being and career growth, enhancing satisfaction and retention.
- Align HR with Business Goals: Integrate HR strategies with organizational objectives to support sustainable growth and innovation.

Why Take This Course?

- Enhance HR Efficiency: Learn to streamline HR operations using modern tools and strategies.
- Build a Strong Workplace Culture: Understand how to foster collaboration, innovation, and inclusivity.
- Lead Organizational Change: Gain skills to manage resistance and drive successful transitions.
- Align HR with Strategy: Connect HR initiatives with organizational goals for long-term success.
- Master Cultural Dynamics: Navigate multicultural teams and promote diversity effectively.
- Improve Employee Experience: Design processes that prioritize well-being and engagement.
- Drive Sustainable Growth: Leverage HR as a strategic partner in achieving business excellence.

Course Outlines

Day 1: Foundations of Modern HR Operations

- The evolution of HR in the digital age.

The logo for UK Training Partner features the text 'UK Training' in a small, black sans-serif font above the word 'PARTNER' in a large, bold, black sans-serif font. The text is positioned over a background of a chessboard with several chess pieces (a king, a queen, and a pawn) and a series of concentric white circles radiating from the center.

- Principles of designing effective HR processes.
- Overview of emerging trends in HR technologies.

Day 2: Transforming HR with Technology

- Using AI and automation in recruitment, onboarding, and performance management.
- Data-driven HR analytics for informed decision-making.
- Implementing cloud-based HR solutions.

Day 3: Building a High-Performance Culture

- Defining organizational culture and its impact on performance.
- Strategies to foster collaboration, innovation, and inclusivity.
- Case studies on successful cultural transformations.

Day 4: Advanced Principles of Change Management

- Understanding the psychological aspects of change.
- Frameworks for managing resistance and ensuring adoption.
- The role of leadership in successful change initiatives.

Day 5: Aligning HR Operations with Organizational Strategy

- The role of HR in achieving strategic objectives.
- Workforce planning and aligning talent with organizational needs.
- Measuring ROI for HR initiatives.

Day 6: Enhancing the Employee Experience

- Mapping the employee journey from hiring to retention.
- Developing programs for employee well-being and engagement.
- Career path development and succession planning strategies.

Day 7: Managing Cultural Dynamics in the Global Workplace

- Best practices for managing multicultural teams and fostering diversity.
- Conflict resolution and improving cross-cultural communication.
- Enhancing cultural intelligence in HR practices.

Day 8: Digital Tools and Innovation in HR

- Applying gamification in learning and development.
- Using predictive analytics for talent acquisition and workforce management.
- Exploring emerging technologies: Blockchain, virtual reality, and augmented reality in HR.

Day 9: Practical Workshop: Designing HR Strategies

- Group activities to develop effective HR processes.
- Analyzing case studies to overcome HR challenges.

A graphic of a chessboard with several chess pieces (a king, a queen, a rook, and a pawn) in gold and silver. The board is set against a background of concentric white circles on a light gray surface.

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- Refining HR strategies with professional feedback.

Day 10: Integrating HR Operations, Culture, and Change Management

- Creating a unified strategy that combines HR, culture, and change management.
- Presenting participant-developed action plans.
- Discussing future trends and fostering continuous learning in HR.

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