

Human Resource Information Systems and Leadership Excellence

Tunis (Tunisia)

18 - 29 April 2027

UK Training

PARTNER



Human Resource Information Systems and Leadership Excellence

Code: HR32 From: 18 - 29 April 2027 City: Tunis (Tunisia) Fees: 7600 Pound

Introduction

In today's data-driven and rapidly evolving business environment, organizations can no longer rely solely on traditional human resource processes or experience-based leadership. Sustainable performance and competitive advantage now depend on the effective integration of Human Resource Information Systems HRIS with strong team leadership and supervision practices.

Modern organizations require structured HR databases, accurate HR analytics, automated HR processes, and integrated systems to support strategic decision-making. At the same time, successful implementation of digital HR systems depends on capable leaders who can manage teams effectively, enhance communication, resolve conflicts, drive performance, and lead organizational change.

This comprehensive ten-day program bridges digital HR management with advanced team leadership. Participants will learn how to manage employee data efficiently, automate recruitment and performance management processes, analyze workforce metrics, improve employee experience, and lead high-performing teams aligned with organizational strategy.

The course is designed for executives, department managers, team leaders, and HR professionals across various industries seeking to strengthen both operational systems and leadership capabilities.

Course Objectives

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

- Understand the core principles and strategic value of Human Resource Information Systems HRIS.
- Select and implement suitable HRIS platforms aligned with organizational needs.
- Design and manage secure HR databases while ensuring data privacy and regulatory compliance.
- Apply HR analytics and HR reporting to support data-driven decision-making.
- Automate recruitment, training, performance management, attendance tracking, payroll, and benefits administration.
- Enhance employee experience, employee engagement, and overall workforce satisfaction.
- Apply effective team management and supervision techniques to improve productivity.
- Resolve workplace conflicts using structured conflict resolution strategies.
- Strengthen communication, motivation, delegation, coaching, and mentoring skills.
- Lead organizational change related to digital transformation initiatives.
- Align individual and team performance KPIs with strategic organizational objectives.
- Implement continuous improvement practices to ensure long-term sustainability.

Course Outlines

- The importance of HRIS in modern organizations.
- Linking digital systems to leadership effectiveness.

The logo for UK Training Partner features the text 'UK Training' in a small, black, sans-serif font, with 'PARTNER' in a large, bold, black, sans-serif font below it. The background of the logo is a stylized chessboard with a king piece in the foreground.

- Challenges in today's workforce environment.
- Assessing organizational readiness for digital transformation.

Day 2: HRIS Structure and System Selection

- Components and types of HRIS platforms.
- Comparing cloud-based and on-premise solutions.
- Vendor evaluation and system compatibility.
- Building a structured implementation plan.

Day 3: HR Data Management and Analytics

- Designing and structuring employee databases.
- Data privacy, risk management, and compliance.
- HR KPIs and performance metrics.
- Preparing analytical HR reports for strategic decisions.

Day 4: Automating HR Processes

- Automating recruitment and performance management workflows.
- Attendance and leave management systems.
- Payroll and benefits administration.
- System integration with financial and administrative platforms.

Day 5: Employee Experience and Performance Management

- Improving employee experience through digital systems.
- Measuring employee engagement and satisfaction.
- Career development planning.
- Aligning individual performance with organizational strategy.

Day 6: Foundations of Team Management and Supervision

- Leadership styles and their organizational impact.
- Building trust and accountability within teams.
- Defining roles and responsibilities clearly.
- Effective supervisory practices.

Day 7: Communication, Motivation, and Conflict Resolution

- Leadership communication strategies.
- Practical motivation techniques.
- Identifying and resolving workplace conflicts.
- Delivering constructive feedback.

Day 8: Delegation, Decision-Making, and Strategic Planning

- Principles of effective delegation.
- Time management and prioritization.

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

- Structured problem-solving and decision-making approaches.
- Strategic planning at the team level.

Day 9: Change Management and Organizational Integration

- Leading change during HRIS implementation.
- Managing resistance to change.
- Training employees on new systems.
- Building a culture that supports digital transformation.

Day 10: Continuous Improvement and Sustainability

- Evaluating HRIS effectiveness and leadership impact.
- Measuring long-term performance indicators.
- Developing a continuous improvement roadmap.
- Final project: Presenting an integrated HR and team leadership strategy.

Why Attend This Course: Wins & Losses!

- Gain comprehensive expertise in Human Resource Information Systems and digital HR management.
- Strengthen team leadership and supervision capabilities.
- Enhance data-driven decision-making skills.
- Improve employee engagement, satisfaction, and retention.
- Streamline payroll, benefits, and performance management processes.
- Develop practical tools for conflict resolution and problem-solving.
- Align team objectives with strategic organizational goals.
- Build a culture of continuous improvement and sustainable performance.

Conclusion

The integration of Human Resource Information Systems with advanced team leadership creates a powerful foundation for organizational excellence. When structured HR data, automation, analytics, and system integration are combined with strong leadership, communication, and change management capabilities, organizations can transform processes into measurable performance outcomes.

This program equips professionals with both the technical knowledge and leadership competence needed to drive sustainable growth, optimize workforce performance, and achieve strategic alignment in a competitive and evolving business landscape.

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.

UK Training
PARTNER

Blackbird Training Clients

 MANNAI CORPORATION MANNAI Trading Company WLL, Qatar	 GAC UNE FILIALE D' EGA Alumina Corporation Guinea	 Booking.com Booking.com Netherlands	 OXFAM Oxfam GB International Organization, Yemen	 Capital Markets Authority Kuwait
 Waltersmith Waltersmith Petroman Oil Limited Nigeria	 QNB Qatar National Bank (QNB), Qatar	 Qatar Foundation Qatar	 AFRICAN UNION ADVISORY BOARD ON CORRUPTION Tanzania	 KFAS KFS 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
 BPKH Badan Pengelola Keuangan Haji BADAN PENGELOLA KEUANGAN Haji, Indonesia	 NATO Italy	 ENI ENI CORPORATE UNIVERSITY, Italy	 GULF BANK 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 STC Solutions, KSA
 North Oil Company North Oil company,	 EKO Electricity EKO Electricity	 OMAN BROADBAND Oman Broadband	 UNITED NATIONS UN.	 Authority for Electricity Regulation, Oman 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)
Sustainability, ESG & Corporate Responsibility
Advanced 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