# Human Resources Management Training Course

15 – 19 March 2027
Nairobi (Kenya)



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## Introduction

In an era of rapid economic shifts and increasing organizational challenges, Human Resources Management HRM has emerged as the critical factor that differentiates traditional organizations from those capable of competing and innovating. HR is no longer just an administrative function concerned with recruitment and payroll — it has become a strategic force that drives growth, supports change, and empowers organizations to achieve their goals.

Black Bird Training offers a comprehensive Human Resources Management Course specifically designed to equip professionals, managers, and HR officers with the latest global concepts, tools, and strategies that will enable them to transform HR performance within their organizations.

This course combines deep theoretical knowledge with practical, real-world applications, serving as your complete guide to achieving effective and professional human resources management.

## Course Objectives

By the end of the Human Resources Management Course, participants will be able to:

- Analyze the role of HR as a strategic element in organizational success.
- Design HR policies and strategies aligned with organizational goals.
- Utilize modern tools for recruitment, evaluation, development, and motivation.
- Gain deeper understanding of labor laws and employee relations.
- Tackle daily challenges in managing diverse teams in fast-changing environments.

## Course Outlines

### Day One: HRM Fundamentals and Modern Strategies

- A comprehensive overview of HR roles and functions in modern organizations.
- The difference between traditional and modern HR management.
- How HR evolves from an administrative task to a strategic business partner.
- Developing an HR strategy aligned with corporate goals.
- Linking organizational culture, values, and human resources.
- Case studies from globally successful companies.



## Day Two: Workforce Planning and Smart Recruitment

- The importance of strategic HR planning for business continuity.
- Analyzing workload and identifying future talent needs.
- Steps of the modern recruitment process: attracting, screening, evaluating, and selecting.
- Behavioral and competency-based interview strategies.
- Utilizing HR technology and AI in recruitment.
- Ensuring fairness, equity, and diversity in hiring practices.

## Day Three: Performance Management and Talent Development

- Definition and goals of performance management in enhancing efficiency.
- How to design and implement effective performance appraisal systems.
- The difference between annual and continuous performance evaluations.
- Identifying skill gaps and building individual and group development plans.
- Linking performance reviews with training, promotions, and career paths.
- Global best practices for developing leadership within organizations.

## Day Four: Compensation Systems and Human Motivation

- Principles for designing salary structures and reward schemes.
- Differentiating between fixed and variable pay.
- Motivation policies: financial and non-financial incentives.
- Positive work environments as a tool for motivation.
- Retention strategies and reducing employee turnover.
- Case studies of successful compensation and incentive systems.

## Day Five: Change Management and Contemporary HR Issues

- Managing organizational change and overcoming employee resistance.
- The HR role in leading transformation and business evolution.
- Managing cultural and social diversity in the workplace.
- HR ethics and corporate social responsibility.
- Future trends in HRM HR Analytics, AI, remote work, and beyond.
- Final recap and comprehensive practical applications.

# Why Attend This Course: Wins & Losses!

- A comprehensive curriculum covering all key HRM topics — from planning to leadership.
- Real-world applications, ready-to-use templates, and practical case studies.
- Delivered by certified instructors with experience in global corporations.
- Networking opportunities with professionals from various industries.
- Internationally recognized certificate from Black Bird Training.



## Conclusion:

The Human Resources Management Course by Black Bird is more than just a training program — it is a real investment in your professional future. Whether you're an HR practitioner, a manager seeking to improve your team management skills, or an entrepreneur building a high-performance workforce, this course is your gateway to excellence in this vital field.

**Don't miss the opportunity — begin your professional journey now with the Human Resources Management Course from Black Bird Training.**

