BLACKBIRD FOR TRAINING

CHRM (Certified Human Resources Manager)

22 – 26 November 2027
Vienna (Austria)



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Introduction

The Certified Human Resources Manager CHRM training course is specifically designed to equip participants with the essential knowledge and skills required for excelling as a Human Resources Manager. This comprehensive program covers the core aspects of human resource management HRM, offering practical insights and strategies to enhance organizational effectiveness through the application of HR principles. Whether you are an aspiring HR professional or seeking to elevate your human resource management skills, this CHRM course will deepen your understanding of the human resource manager's role and its strategic importance in driving organizational success.

By obtaining the CHRM certification, you will be prepared to take on a leadership role in global human resource management, ensuring compliance with labor laws, optimizing talent acquisition and retention, and driving innovation in HR practices. This course is a must for anyone aiming to become a Certified Human Resource Manager CHRM and excel in their career.

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. Understand why human resource management is important for organizational success.
- Legal and Ethical Compliance in Human Resource Management: Learn critical legal and ethical considerations that shape human resource management policies and ensure compliance in human resource management.
- Talent Acquisition and Retention: Develop the skills necessary to attract, select, and retain top talent, a vital responsibility for any human resources manager.
- Employee Development and Performance Management: Learn how to build a high-performance workforce through employee training, development, and goal setting, strengthening the role of the human resource manager.
- Compensation and Benefits Management: Master the strategies for designing and implementing effective compensation and benefits programs that enhance employee satisfaction and retention.
- HR Communication and Interpersonal Skills: Improve your communication and interpersonal skills, key to handling HR-related challenges and strengthening the human resources manager's role.
- Emerging Trends in Global and International Human Resource Management: Stay updated on innovations in global human resource management, 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 resources manager definition: Understanding the evolution of the role of a human resources manager and its impact on organizational success.
- Legal and ethical compliance in human resource management: Key aspects of legal and ethical considerations in HR policies.
- Human resource management planning process: Learn how HR aligns with organizational goals through effective planning.

Day 2: Talent Acquisition and Retention

- Job analysis and design: Essential steps in structuring roles to meet organizational needs.
- Recruitment and selection strategies: Techniques for sourcing and hiring top talent.
- Onboarding and orientation: Developing effective onboarding processes to integrate new hires.
- Employee retention strategies: Tactics for reducing turnover and fostering loyalty—critical in human resources manager duties.

Day 3: Performance Management and Employee Development

- Performance management techniques: Performance appraisal methods to align employee goals with company objectives.
- Employee development plans: Career development and succession planning as pillars of a high-performance 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 workforce.
- Recognition and rewards programs: Designing programs that enhance employee satisfaction and productivity.
- Compensation and benefits management: Delve into managing salary structures and benefits that attract and retain top talent.



Day 5: HR Challenges and Future Trends

- Diversity and inclusion management: Learn how to foster an inclusive workplace culture.
- Employee relations and conflict resolution: Essential skills for resolving disputes and maintaining positive workplace dynamics.
- HR metrics and analytics: The growing role of data in HR decision-making in global human resource management.
- Innovation in human resource management: Emerging trends and technologies that are reshaping the HR landscape globally.

Why Attend This Course: Wins & Losses!

- Mastering human resource management functions: Gain a deep understanding of the core functions of HRM, setting you on a path to becoming a Certified Human Resources Manager CHRM.
- Compliance and legal knowledge: Learn about the crucial compliance in human resource management, ensuring your organization's adherence to labor laws and ethical practices.
- Enhanced talent acquisition and retention skills: Develop strategies for attracting, selecting, and retaining top talent, key to the success of any human resources manager.
- Effective performance management and employee development: Learn techniques to manage performance and develop a high-performing workforce.
- **Specialized human resource management training: Be equipped with the skills and strategies to excel in international human resource management.
- Global insights into HR trends: Stay ahead by learning about global human resource management innovations, including HR analytics and diversity strategies.

Conclusion

The Certified Human Resources Manager CHRM training course provides an in-depth understanding of human resource management and its critical role in organizational success. This course is designed to equip you with the knowledge and skills needed to effectively manage HR functions, drive employee engagement, and ensure compliance with labor laws. By earning the CHRM certification, you will position yourself as a key leader in international human resource management, prepared to tackle HR challenges in a dynamic, global business environment.

Join this course today to become a Certified Human Resources Manager, gain the expertise to manage HR functions effectively, and lead your organization toward sustained success in the global marketplace.

