# Foundation

## THE FUTURE OF WORK & HR'S ROLE

### COURSE OVERVIEW

A strategic induction into the shifting landscape of work, moving participants from administrative mindsets to understanding the macro-forces (AI, Demographics, Gig Economy) redefining HR.

### COURSE OBJECTIVES

- Identify macro trends reshaping the global workforce.
- Articulate the shift from "Personnel" to "People & Culture."
- Understand the expectations of the modern HR Business Partner.

### SKELETON OUTLINE

- The 4th Industrial Revolution: AI, Automation, and Agility.
- The Evolution of HR: From Admin to Architect.
- The Rise of the Hybrid and Gig Workforce.
- **Activity:** Assessing Personal Readiness for the Future of Work

## EMPLOYEE LIFECYCLE EXCELLENCE

### COURSE OVERVIEW

A holistic view of the employee journey, teaching participants to view HR processes not as isolated silos but as an integrated experience from "Hire to Retire."

### COURSE OBJECTIVES

- Map the 7 stages of the employee lifecycle.
- Identify "Moments that Matter" (MTM) and critical touchpoints.
- Define success metrics for attraction, development, and separation.

### SKELETON OUTLINE

- The Employee Lifecycle Framework (Attract to Alumni).
- Breaking Silos: Connecting Recruitment to Onboarding to L&D.
- Designing Touchpoints: The "Peak-End" Rule.
- **Project:** Drafting a High-Level Lifecycle Map.

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