Transformation Pillar:
Strategic HR Leadership

HR for Non-HR Managers

Equip Managers with the Practical HR Know-How to Hire, Develop, Engage, and Lead Their Teams with Confidence

COURSE OVERVIEW

The fourth industrial revolution is here, and it is about much more than digital innovation. We are living in an era ripe with possibilities of how to shape and re-shape business practices. Many of the forces demanding these shifts require business-driven human capital solutions that are primarily driven by the Human Resources function, a vital unit in any organization that involves every aspect of an employee's lifecycle within the organization. As such it is important for all managers to maintain a basic and up-to-date understanding of the role of this vital department and the shared responsibilities between HR practitioners and non-HR practitioners that exist in most organizations: workforce planning, recruitment and staffing, job analysis and description, performance management and appraisal, employee relations, employee engagement, and learning and development generally require a joint and coordinated effort between HR and non-HR functions.

This highly interactive training workshop provides a focused insight into the Human Resources function where traditional practices and functions such as recruitment, learning and development and performance management will be discussed alongside cutting-edge concepts such as Remote and Hybrid Working Models, Digital HR and digital collaboration, Strategic Workforce Planning and workforce contingency plans, Wellbeing and agile working, and much more.

This workshop is packed with case studies and critical insights and is delivered by world-class consultant and trainer, Mostafa Azzam, recognized among the Top 50 Global HR Thought Leaders You Must Follow and the Top 5 HR Influencers Shaping the Future of HR in the UAE.

WHO SHOULD ATTEND

Managers, Advisors, Consultants, Specialists, Officers and Administrators from all across the organization seeking to update their current HR knowledge and skills in an attempt to meet and exceed the elevated expectations of organizations in today's complex global economy.

COURSE OBJECTIVES

By the end of this intensive learning journey, you should be able to:

- **Gain** a deeper understanding of the HR function and its fundamental role in developing organizational capability
- **Identify** the different functions performed by HR and the shared responsibilities with non-HR functions
- **Learn** how to deal with many of the challenges faced by HR at various levels
- **Utilize** analytical insight to understand the 'bigger picture', build strategic partnerships and address organizational challenges
- **Acquire** critical skills to build your professional and departmental credibility
- **Develop** a plan to align/realign your strategy with HR requirements and expectations

COURSE METHODOLOGY

A balanced approach between PowerPoint presentation, facilitated discussion, case studies, individual exercises and group-based activities will ensure the direct transfer of skills, information and relevant practical experience as well as show you how to unlock the full potential of strategic HR business partnership through our comprehensive training, empowering you to strategically adopt an integrated platform approach in developing and deploying HR frameworks that drive organizational success.

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