



# STRATEGIC HUMAN RESOURCE MANAGEMENT

NATIONALLY RECOGNISED & INTERNATIONALLY ACCREDITED

## OVERVIEW

The best way to understand strategic HR Management is by comparing it to HR Management. HRM focuses on recruiting the best employees and providing them with compensation, training that they need to be successful within an organization. However, strategic HR Management takes these responsibilities one step further by aligning them with the goals of other departments and overall organizational goals. HR departments that practice strategic management also ensure that all of their objectives are aligned with the mission, vision, values and goals of the organization of which they are a part.

# WHAT YOU WILL ACHIEVE

Upon the completion of this course, you will be able to:

- Identify reasons why businesses may need to be internationalized.
- Discuss challenges to human resource management in multinational enterprises.
- Discuss employment standards and laws in relation to international human resource management.
- Discuss jobs international human resource staff will need to do in the future.
- Discuss different strategic theories of human resource management.
- Discuss the multilevel model of strategic human resource management.
- Discuss networked organizations and challenges they face.
- Discuss the paradoxical tensions and coping strategies in human resources management. Discuss sustainable human resource management.

## METHODOLOGY

Well-balanced theoretical and practical methodology, which includes interactive discussions, case studies, interactive activities/exercises and assignments to understand the concepts and their applicability

## WHAT YOU WILL LEARN

- The Evolution of HR, major steps in the progress of HR's contribution to business success; Impactive HR Services, 5 key services that make a difference
- Strategy implementation via performance and rewards management
- Organizational Design and Development; Advanced HR Capability and HR Metrics and Analytics
- Talent Management, how to attract and keep best talent
- Managing Change, Influence and Communication
- Learning Transfer

Each module focuses on clear objectives and skill demonstrations that can be easily linked to real life instances.

## FEE

**USD2,150 / per person**

### Group Discount:

- 2-4 pax : 2.5%
- 5-7 pax : 5%
- 8-10 pax : 10%
- 11-13 pax : 15%
- 14-16 pax : 20%

**\*\*\*All prices are VAT inclusive.**

### Fee Includes:

- 5-Day Training
- Nationally Recognized and Internationally Accredited Certificate of Completion
- Module Notes and Stationary
- Tea/Coffee Breaks
- Working Lunches

**\*Note:** all other expenses are to be borne by participants.