



إدارة الموارد البشرية الاستراتيجية والتفوق التنظيمي: دليل لتحسين الأداء في الشركات العربية

Duration: 5 Days

Language: ar

Course Code: PH1-131

Objective

:Upon completion of this course, participants will be able to

- Develop strategic HR plans that align with organisational vision.
- Implement effective talent acquisition, retention, and development strategies.
- Apply performance management systems to drive organisational success.
- Use HR analytics to measure and improve HR outcomes.

Audience

:This course is intended for

- HR professionals aiming to move into strategic roles.
- Organisational leaders interested in leveraging HR for business success.
- Managers and directors looking to enhance their HR understanding.

Training Methodology

The course employs a blended learning approach, combining interactive lectures, group discussions, and practical case studies to ensure a comprehensive understanding of strategic HR management. Participants will engage in hands-on activities, simulations, and role-playing exercises that mirror real-world HR challenges, fostering the practical application of theoretical concepts. Additionally, participants will have access to online resources, including articles, videos, and tools, to support their learning journey. This method ensures learners can immediately apply what they've learned to their workplace contexts, enhancing retention and impact.

Summary

This course explores the strategic integration of human resources within organisational frameworks to enhance business performance. It is designed to equip HR professionals with the skills to align HR strategies with corporate goals, ensuring a sustainable competitive advantage.

Course Content & Outline

Section 1: Strategic HR Management Fundamentals

- Overview of HRM and Strategic HRM
- Strategic alignment of HR with business goals
 - Stakeholder analysis in HR

Section 2: Talent Acquisition and Workforce Planning

- Workforce planning methodologies
- Innovative recruitment strategies

- Enhancing employer branding

Section 3: Performance Management Systems

- Designing and implementing performance management tools
 - Goal setting and performance reviews
 - Strategies for continuous improvement

Section 4: Talent Development and Succession Planning

- Learning and Development frameworks
- Career progression and succession planning
 - Retention strategies for key talents

Section 5: HR Analytics and Organisational Culture

- Key metrics in HR analytics
- Building and sustaining a strong organisational culture
 - Evaluating the impact of HR strategies

Certificate Description

Holistique Training عند إتمام هذه الدورة التدريبية بنجاح، سيحصل المشاركون على شهادة إتمام التدريب من (e-Certificate) وبالنسبة للذين يحضرون ويكملون الدورة التدريبية عبر الإنترنت، سيتم تزويدهم بشهادة إلكترونية من Holistique Training.

وخدمة اعتماد التطوير المهني (BAC) معتمدة من المجلس البريطاني للتقييم Holistique Training شهادات ISO 29993 أو ISO 21001 أو ISO 9001 كما أنها معتمدة وفق معايير (CPD) المستمر.

لهذه الدورة من خلال شهادتنا، وستظهر هذه النقاط على شهادة إتمام (CPD) يتم منح نقاط التطوير المهني المستمر واحدة عن كل ساعة CPD يتم منح نقطة CPD ووفقاً لمعايير خدمة اعتماد Holistique Training التدريب من لأي دورة واحدة نقدمها حالياً CPD حضور في الدورة. ويمكن المطالبة بحد أقصى قدره 50 نقطة

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The Top 8 HR Metrics Every Organization Should Monitor

This article explores the "8 Essential HR Metrics in 2024," covering Recruitment, Employee Performance, Retention, Training, Compensation, Diversity, Satisfaction, and Safety. These metrics help HR professionals optimize operations and enhance workplace culture for .strategic success