



HR Training: People Management

People management can be described as a collection of practices that include the entire process of talent acquisition, optimization, retention, and ongoing support for an organization's employees. Human Resources should be experts in the people aspect of the business, namely people management.

Human Resources is not the only one responsible for managing people. Although HR is increasingly being used by businesses to engage and support employees, it's often not enough to ensure that the quality of training in human resources is maintained. A comprehensive approach to human resource training is necessary in order to unlock the true potential of HR.

Leaders and managers in HR must be able to manage people effectively and communicate with employees. Employees who are nurtured and motivated by their managers and leaders will be more productive and loyal, which will lead to higher retention and engagement.

Course Overview

We will spend the first part of the session getting to know participants and discussing what will take place during the workshop. Students will also have an opportunity to identify their personal learning objectives.

This workshop will help you teach participants to:

- Identify the human resources needs of an organisation or department.
- Understand how individuals and teams work in an organization
- Set clear and meaningful performance expectations.
- Learn the essential people management skills.
- Transform any team negativity with a positive mental attitude.
- Manage difficult people and difficult behaviours.
- Manage the employment relationship
- Use positive and corrective feedback to turn problem employees around and maximize productivity.
- Learn and practice your people management skills using case studies and real examples.

An Overview of Human Resource Management

To begin the session, we will discuss what Human Resource Management and participants will learn the personal management on HR side.

Employee Recruitment and Selection

This session will introduce the steps in the selection hiring process, and offers solid advice for successfully completing each step.

Consideration of learning styles

In this session, we will address a common approach to learning styles.

Managing Employee Performance

This session will we will discuss the skills and key processes you will need to develop your employees to attain department and organizational goals.

Human Resources Management Capstone: HR for People Managers

In this session, we will provide participants a robust introduction to the key principles, policies, and practices of human resource management, with a focus on understanding managerial choices and constraints, acquiring and onboarding talent, managing employee performance, and rewarding employees.

The 5 C's of People Management

This session we will discuss the five categories of people management and learn the central constructs of it.

Good People Management Matters

A Human Resources department that doesn't provide guidance and direction, doesn't provide training, and doesn't advocate for the employees will also make for a poor environment. In this session, participants will learn how to be a good leader to have solid employees and good company.

Workshop Wrap-Up

At the end of the day, students will have an opportunity to ask questions and fill out an action plan.

Visit <https://paramounttraining.com.au> for more information or call 1300 810 725