HR Training: People Management

People management encompasses a range of practices that involve the process of acquiring, optimizing, retaining and providing support to employees within an organization. The expertise, in handling the aspect of the business people management, lies within the Human Resources department.

However, it's not solely the responsibility of HR to manage people. While businesses increasingly rely on HR for employee engagement and support it is crucial to have an approach to human resource training in order to unlock HRs potential.

Effective management and communication with employees are skills for leaders and managers, in HR. When employees feel nurtured and motivated by their leaders and managers, they tend to be more productive and loyal resulting in retention rates and increased engagement.

Course Overview;
During this session we will begin by getting acquainted with participants and discussing what will be covered in the workshop. Additionally, students will have an opportunity to identify their learning objectives.

This workshop aims to teach participants how to;

- Identify the human resources needs of an organization or department.

- Understand how individuals and teams' function within an organization.

- Establish meaningful performance expectations.

- Develop skills, for managing people

- Foster a mindset to overcome team negativity.

- Effectively handle individuals and their behaviors.

- Navigate the complexities of employee relationships.

- Utilize constructive feedback to improve performance and maximize productivity.

- Enhance your people management abilities through real life case studies and examples.

An Introduction to Human Resource Management
To kick off the session we will explore the concept of Human Resource Management. Delve into the personal management aspect within HR.

Employee Selection
This segment will guide you through each step of the selection and hiring process providing insights for execution.

Consideration of Different Learning Styles
In this part we will address a common approach to understanding various learning styles.

Managing Employee Performance
We will discuss skills. Processes necessary to develop your employees in alignment with departmental and organizational goals.

Human Resources Management Capstone; HR for People Managers
In this session participants will gain an understanding of key principles, policies and practices, in human resource management. Emphasis will be placed on decision making, talent acquisition, employee performance management and rewards strategies.

The 5 Principles of Managing People
During this session we will delve into the five aspects of managing people and understand their concepts.

The Importance of People Management
Having a Human Resources department that offers guidance, training and supports employees is crucial, for creating a work environment. In this session participants will gain insights, on becoming leaders who foster employee relationships and contribute to the success of their organizations.

Conclusion of the Workshop
Towards the end of the day participants will have an opportunity to ask questions and create an action plan to implement what they have learned.

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