

ACHIEVING EXCELLENCE IN HUMAN RESOURCES MANAGEMENT



TRAINING CONSULTANT



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OVERVIEW

Human Resource Management (HRM, HR) is the management of an organization's employees. While human resource management is sometimes referred to as a "soft" management skill, effective practice within an organization requires a strategic focus to ensure that people resources can facilitate the achievement of organizational goals.



Effective human resource management also contains an element of risk management for an organization which, as a minimum, ensures legislative compliance. This programme explores the roles and capabilities of the HR function to improve its effectiveness and value to the organisation.



Human Resource Management (HRM)

Practicing good human resource management (HRM) enables managers of an enterprise to express their goals with specificity, increasing worker comprehension of goals, and provide the necessary resources to promote successful accomplishment of said goals. When HRM is properly employed members of the workforce are expressive of the goals and operating practices of the firm.

The first day focuses on the HR function and key processes in terms of strategy, structure knowledge and execution within the broader context of the organisation's vision and business objectives. The second day addresses HR capabilities; the capabilities of people within the HR function and the capabilities of the HR processes, and how success is measured. We conclude with a discussion of HR challenges in the near and mid-term.

The programme includes latest research, senior management presentations and international case studies and will provide opportunities for discussion and debate of the critical issues.

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BENEFITS

You'll learn from outstanding faculty and associates of Cambridge Judge Business School and gain a truly international experience from your global peer group. During this fast-paced, intensive two days you will:

- Identify and develop new organisational capabilities
- Gain practical concepts and frameworks
- Translate frameworks into day-day business responsibilities
- Understand more about your own role as an HR leader
- Develop personal action plans to use your new skills and achieve desired behaviours within your team

Participants earn a certificate on completing the programme.

WHO SHOULD ATTEND

The programme is aimed at HR senior managers, at group, divisional and business unit level who have responsibility for an HR department, or are looking to move into the position of an HR functional head in either the public or private sector.

TOPICS

- The HR function - best practice and innovative practice
- HR governance - ensuring appropriate structures and accountability
- Working effectively with line management.
- Choosing the right role for your HR function and strategies for its achievement
- Achieving a high performance workforce
- Building the "business partner" role within the organisation
- Building credibility - delivering the HR processes
- HR capabilities - current and future needs
- HR function in leveraging organisational knowledge