



# The Business of HR

## Venue Information

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**Venue:** London UK

**Place:**

**Start Date:** 2026-03-17

**End Date:** 2026-03-21

## Course Details

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**Net Fee:** £4750.00

**Duration:** 1 week

**Category ID:** HRMC

**Course Code:** HRMC-6

## Syllabus

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### courses Syllabus

#### Introduction:

In a world marked by rapid and transformative change, organizations face unprecedented challenges in terms of growth, competition, and market dynamics. To thrive in such an environment, companies must leverage their human capital to create tangible value, control costs, and maintain competitiveness. Skillinx presents a practical and immersive courses designed to demonstrate how the HR function can be a source of competitive advantage, highlighting the crucial policies needed for success.

#### Objectives:

- Leadership Style: Optimize employee management at all levels for maximum effectiveness.
- Empowerment: Learn strategies to empower employees and achieve measurable results.
- Recruitment and Retention: Discover innovative techniques for attracting and retaining top talent.
- Performance Management: Master performance evaluation and measurement tools.

- Employee Relations: Enhance motivation and productivity through performance appraisal and improved relations.
- Communications and Involvement: Learn effective methods for communication, consultation, and involvement to drive exceptional results.

## **Content:**

### **Day One**

#### **The Context for Change**

- Analyzing the impact of global change on HR practices
- Strategic imperatives and emerging HR tools
- Leadership and management styles: Assessment and measurement
- Developing leaders through structured processes
- Recruitment: The shift towards competency and behavioral approaches
- Strategies for successful retention
- Review and reflection

### **Day Two**

#### **Managing Performance, Behavior, and Culture**

- Setting performance standards and measuring performance
- Techniques for improving managerial performance
- Understanding the psychological contract versus workplace reality
- Assessing and measuring corporate culture
- Coaching, mentoring, and counseling for results
- Review and reflection

### **Day Three**

#### **Implications for Employment Practice**

- Calculating optimal organizational size through effective work organization
- Setting standards and valuing competency improvement
- Techniques for measuring the value of Human Capital
- Review and reflection

### **Day Four**

#### **Employee Relations**

- Review and reflection

## **Day Five**

### **The Future for Employment Practices**

- Exploring industrial democracy and its applicability
- Leveraging employee representatives for communication and involvement
- Shaping the future of HR beyond 2010
- Strategies for talent retention
- Program review, certificate presentation, and wrap-up discussion