

# Advanced Professional Strategic Human Resource Management Certificate

Strategic HR Management to Optimise Organisational Workforce Potential

## Introduction

This training programme offers you the most up-to-date HR innovations and approaches necessary for the quickly evolving employment landscape of today, including the Advanced Professional Strategic Human Resource Management Certificate.

We can demonstrate how HR can significantly benefit the company by adapting to changes in the workplace, such as the usage of AI chatbots, the newest developments in artificial intelligence, and changes in where people work (such as remote working). The foundation of global employment developments is this Strategic HR Management training course, which is packed with innovative methods and procedures that HR needs to know in order to be a true business partner and prove their financial worth to the company.

**The following will be emphasised in this Course N Carry Advanced Professional Strategic Human Resource Management Certificate training course:**

- What steps must be taken right now to oversee the biggest shift in labour standards since the industrial revolution?
- Using an HR-specific template to create customised HR plans that meet the demands of your company.
- How to draw in talent and use the newest AI-powered profiling methods
- Rewriting HR policies to satisfy employee expectations and take into account the worldwide shift in employment.
- Demonstrate the financial impact that HR makes to your organisation.

## Objectives

All of the contemporary employment concerns and the direction that human resource departments are taking will be covered in this special training programme on strategic human resource management.

**Following completion of this training programme leading to an Advanced Professional Strategic Human Resource Management, participants will be qualified to:**

- Utilise a template to align HR with the organisational requirements and an approach to maximise efficiency when putting strategy into practice.
- Recognise self-funding tactics for policies that especially target talent employee motivation and retention.
- Utilise AI data to enhance recruitment, particularly for distant and skilled personnel.
- Establish HR as a valuable contributor to your company and learn how to enhance existing procedures.
- Recognise and implement strategies to use AI chat platforms to improve decision-making and improve alignment with country employment laws.

## Training Methodology

The case studies and resources used are all up to date and relevant to the quickly evolving world of today. The primary goal of this Advanced Professional Strategic Human Resource Management training programme is to provide you with the knowledge and skills necessary to effectively implement the training. You will also get copies of the slides, a thorough handbook, and end-to-end working examples.

## Organizational impacts

Right now, change is happening more quickly than it has throughout the history of humanity. Change will not wait; it is imperative that you be well-informed and make the appropriate choices.

**Employers that send their staff to this Advanced Professional Strategic Human Resource Management training programme may specifically anticipate the following benefits:**

- A noteworthy return on investment for participants in this programme
- Take advantage of the significant shift that utilising remote workers has brought about and profit monetarily.
- Make smarter choices with AI data by using chat services and new profiles, especially for future leaders and skilled remote workers.
- Those in attendance may make little adjustments to current procedures to greatly increase organisational efficiency.
- Ability to counsel people and align with business culture through significant transformation for organisational improvement
- Contribute to advancing the attraction, retention, and satisfaction of talented employees.

## Personal Impact

Contribute to advancing the attraction, retention, and satisfaction of talented employees.

**This Advanced Professional Strategic Human Resource Management training course is crucial for you if you want to work in human resources in the future.**

## Advantages include:

- Gaining a thorough understanding of the abilities required and the ways in which the workplace is changing
- Learn how to generate data that demonstrates HR effectiveness.
- Take advantage of learning how leading companies are using AI and innovative working techniques.
- Acquire new skills and be able to implement them in your company.
- To completely comprehend the financial advantages of remote work from both the employer's and the employee's point of view.
- Prepare and arm yourself for the future.

## Who should attend?

There are several uses for this Strategic Human Resource Management training course outside of the HR department. The information would also be very useful to senior operations personnel and finance directors.

**A broad spectrum of professions may benefit from this Course N Carry Advanced Professional Strategic Human Resource Management training course, which is especially intended for:**

- Senior HR managers and directors
- Finance managers, in particular, who are interested in seeing HR value initiatives measured.
- Managers of talent
- Senior managers that oversee personnel numbers and/or organisational strategy.
- Employees who must be aware of the precise abilities required and the direction HR is pursuing.

## Course Outline

### Day 1

#### The Way We Work Is Changing at an Accelerated Pace

- Overviews and goals of the programme
- The three noteworthy effects on the workplace
- How the workplace is evolving due to artificial intelligence (AI)
- Particular effects of AI on the function of HR
- The future of HR management and the use of AI-powered direct chat platforms.
- Everywhere there is an invasion of robots
- The advantages to both businesses and employees of remote employment.

## Day 2

### The importance of human resources as a partner in strategy and change

- Mastering strategy: an HR-specific strategic framework
- How to put strategy into practice: a practical example
- Managing change is a crucial HR responsibility.
- Using Corporate Culture Plans: A Guide to Implementation
- Is the existing HR organisational structure appropriate for its goals? – debate

## Day 3

### HR's Financial Contributions to Remote Work

- Basic HR calculations and figures: demonstration
- What are the financial advantages of working remotely?
- What is the cost of underperforming employees to your company?
- Examples of how HR can actively benefit any organisation greatly
- Should human resources be a profit centre?

## Day 4

### Enhancing Current Procedures under HR's direction

- A fresh examination of the employee handbook: is it still relevant in the modern workplace?
- Current research indicates that performance reviews are a major demotivator; here's how to remedy that.
- Using a novel method to enhance procedures
- demonstrating the value addition
- Establishing an open bonus structure (self-funding?) with a focus on gifted individuals

## Day 5

### The Way Organisations Are Changing

- What is required and how organisational design is evolving.
- What expectations do Y and Z generations have of organisations?
- In the future, our organisation will need improved recruiting.
- How our new super tool, profiling, came to be

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- Examine: What will we be changing? Team building activities