

Advanced Human Resources Management Course Details

Department: Human Resources Management

Presented by Magna Skills Development Institute

[Registration Link](#)

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Course Summary

The Advanced Human Resources Development course offered by Magna Skills is tailored for HR professionals seeking to deepen their expertise in human resources management and development. This course delves into advanced concepts and practices in HR strategy, talent management, leadership development, organizational behavior, and employee engagement. Participants will gain the knowledge and skills necessary to drive strategic HR initiatives, foster a high-performance culture, and align HR practices with organizational goals.

Course Objectives

- **Develop Strategic HR Leadership:**
 - Understand the role of HR in organizational strategy.
 - Learn to align HR practices with business objectives.
- **Master Talent Management and Succession Planning:**
 - Gain insights into advanced talent acquisition and retention strategies.
 - Learn to develop effective succession plans for key positions.
- **Enhance Leadership and Organizational Development:**
 - Understand the principles of leadership development.
 - Learn techniques for fostering leadership at all levels of the organization.
- **Optimize Employee Engagement and Performance:**
 - Develop strategies to enhance employee engagement and productivity.
 - Learn advanced performance management and appraisal techniques.
- **Implement Change Management and Organizational Behavior Strategies:**
 - Understand the dynamics of organizational change and behavior.
 - Learn to manage and lead organizational change effectively.

Course Outline

Module 1: Strategic HR Leadership

- The role of HR in strategic planning
- Aligning HR with organizational goals
- Building a strategic HR function

Module 2: Advanced Talent Management

- Talent acquisition and retention strategies
- Workforce planning and development
- Succession planning for critical roles

Module 3: Leadership Development

- Principles of effective leadership
- Developing leadership competencies
- Coaching and mentoring for leadership growth

Module 4: Employee Engagement and Performance

- Strategies to enhance employee engagement
- Advanced performance management techniques
- Designing effective performance appraisal systems

Module 5: Organizational Development and Behavior

- Understanding organizational culture and behavior
- Techniques for organizational development
- Leading and managing organizational change

Module 6: Learning and Development (L&D) Strategies

- Designing effective L&D programs
- Training needs analysis and evaluation
- Implementing and measuring L&D impact

Module 7: HR Metrics and Analytics

- Key HR metrics and performance indicators
- Using HR analytics to drive decision-making
- Measuring HR effectiveness and ROI

Module 8: Diversity and Inclusion in the Workplace

- Importance of diversity and inclusion
- Developing and implementing D&I initiatives
- Measuring the impact of D&I programs

Module 9: Legal and Ethical Considerations in HR

- Advanced understanding of labor laws and regulations
- Ensuring legal compliance in HR practices
- Ethical issues and dilemmas in HR management

Module 10: Case Studies and Practical Applications

- Analysis of advanced HR development case studies
- Practical exercises and role-playing scenarios
- Group discussions and feedback sessions

Who Can Attend:

- Senior HR professionals and practitioners
- HR managers and directors
- Organizational development specialists
- Business leaders and executives
- Talent management professionals
- Anyone looking to advance their HR expertise

Summary: The Advanced Human Resources Development course is designed to equip HR professionals with the advanced knowledge and skills required to lead strategic HR initiatives and drive organizational success. Through a comprehensive curriculum that includes strategic HR leadership, talent management, leadership development, employee engagement, and change management, participants will be prepared to tackle complex HR challenges and foster a high-performance culture. This course is ideal for senior HR practitioners and business leaders aiming to enhance their HR capabilities and align HR practices with strategic business goals



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Company Overview

Who We Are: Magna Skills is a premier training and capacity-building organization specializing in professional development for government institutions, NGOs, and the private sector.

Our Mission: To provide world-class training solutions that equip professionals with the expertise needed to excel in their careers and contribute meaningfully to their organizations.

Our Vision: To be the leading provider of professional training and development across Africa, fostering excellence, innovation, and capacity-building in public and private sectors.

Core Values

- **Excellence** – Delivering high-quality training tailored to meet the evolving needs of professionals.
- **Integrity** – Upholding the highest ethical standards in all our engagements.
- **Innovation** – Embracing new technologies and methodologies to enhance learning experiences.
- **Customer-Centric Approach** – Ensuring client satisfaction by providing relevant, practical, and impactful training.
- **Collaboration** – Partnering with industry experts and institutions to provide the best learning opportunities.

Our Training Methodology

We use a blended learning approach that includes instructor-led training, case studies, workshops, and post-training support.

Why Choose Magna Skills?

- Experienced Trainers
- Customized Training Solutions
- Interactive Learning
- Global Recognition
- Proven Track Record

Request for Training Form

Complete the form and share with Magna Skills Support Team on email info@magnaskills.com or Send Whatsapp on: +27630079022

Approval & Authorization	
Applicant Details	Course Details
First Name:	Course Name:
Last Name:	Training Venue:
Mobile:	Month:
Email:	Training Method: Online[____] Face to Face [____]
Company Name:	Duration:
Country:	Number of Staff Members:

By signing this agreement, both parties confirm their commitment to the terms outlined in this proposal.