

Scandinavian Academy
Training Center

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Riyadh - Al Khaleej District - Sheikh Abdul Aziz Bin Abdul Rahman Bin Bishr Street - 13223 - Office No. 5 | P.O.BOX : 13224

Course: Mastering Human Resource Management

Code	City	hotel	Start	End	price	Language - Hours
HT-595SA	Abha	Hotel Meeting Room	2027-11-07	2027-11-11	9950 SR	En - 25

INTRODUCTION

New business requirements, new innovations and new International HR models make it essential for HR to be in strategic harmony with the business. No longer a burdensome cost: HR has a new role to play, the new structure for future HR departments will mean a massive re think of how HR contributes to the business and how its value is measured.

This innovative dynamic conference will cover all the latest thinking and the new models for International HR.

Those attending this conference will:

- Get right up to date with international HR and current thinking
- Have a unique opportunity to sample a number of new HR measurement tools
- Master HR strategic thinking using an A-Z approach
- Be able to improve organizational by adopting a new approach to performance appraisal

CONFERENCE OBJECTIVES

- See the new three tier HR framework and understand the structural changes needed
- Use the new HR maturity model to measure existing position and develop strategies for the future
- Understand and use strategic models and implementation processes to deliver future based results (this includes a new complete end to end strategic model)

- Use the organizational maturity model questionnaire to plot the current position of their organszation
- Understand and be able to use a corporate culture programme to change organizational culture
- Use the new MMM motivational model for re-energizing the organization
- Learn how existing appraisal systems can be changed to produce measurable performance and competency results
- Understand and be able to use creativity methods for improving HR performance
- New approaches to Pay and benefits
- Explore knowledge management and the role of emotional intelligence for tomorrows organisation
- Create added value – beyond key indicators

ORGANISATIONAL IMPACT

Organisations sending staff on this conference will have access to the latest thinking and the value added output that HR can deliver.

Organisations who are looking for efficiency, performance improvement, and getting more from what already exists will realize their expectations. Any organization wishing to see Human Resources as a value to the company will find this conference essential. Those attending will have access to three of the most innovative HR measurement tools.

PERSONAL IMPACT

Participants attending this conference, will learn the latest thinking for proactive, strategic HR functions.

In addition:

- You will find out not only what's new but also – how to do it
- You will have unique access to questionnaires that you can use in the workplace
- Your learning will be enhanced by case studies and the latest video clips

- If you are looking to improve your skills, contribute more to the organization or need to be more knowledgeable for promotion
- You will have the unique opportunity to discuss matters on a one to one with a world class guru
- The new approach to HR will enable you to take a lead in change
- You will have an additional hand out which includes all the formulas for calculating manpower planning and unit costs

COMPETENCIES EMPHASISED

- Strategic planning
- Trend analysis
- Forward planning
- Innovation and Creativity
- Human Resources Mastery
- Corporate innovation

CONFERENCE METHODOLOGY

The training will be conducted in a relaxed and supportive environment with wide use of case studies and team work, with supporting appropriate videos. Delegates will have the opportunity to complete a number of new HR survey questionnairs released in 2005.

CONFERENCE OUTLINE

The changing expectations of Human Resources

- Introductions
- Global Change
- Impact of technology on future businesses – case study
- Need to change organizational structures – Video FACE
- How changing internal and external customer needs will affect all current HR

concepts – Video
- Where are you now? The HR change model – questionnaire and discussion
- Day one review

How strategy works – the model and the implementation

- The four strategic models – how they work – case studies
- Strategic models for use within the organization, incorporating the LAND model – Video and organizational tool for measurement (questionnaire)
- Creativity and innovation – their role in strategic thinking – exercises and video
- End of day review

Translating strategy into action and use of corporate culture

- How strategy is translated into business plans
- Use of the 6 S model to produce plans that can be measured
- Creating HR quality plans – how to do it – practical exercises
- Delivering measurable business benefits
- No plan – no results – case study and Video
- End of day review

Significant changes in how International HR will function in the future

- Process re-engineering HR activities – exercise and video
- The three tier model for HR – benefits to the business
- Managing and valuing Human Capital
- Developing and measuring Competency and Performance
- Use of Corporate culture – how to design a corporate culture template – practical case study and exercise
- The changing function of recruitment, psychometric testing and Personality questionnaires
- End of day review

Significant HR actions that can help improve the efficiency of the organization

- Understanding rightsizing the organization – an ongoing process
- How pay and conditions can dramatically improve productivity – at no extra cost to the organization
- A new look at performance appraisal -ensuring year on year improvements in competency and performance
- How a new motivation model “MMM” can change measurable results
- Corporate communications – a new role for HR?
- Managing trends; knowledge management, home working, predictive forecasting
- End of programme review

The Scandinavian Academy for Training Center adopts the latest scientific and professional methodologies in training and human resource development, aiming to enhance the efficiency of individuals and organizations. Training programs are delivered through a comprehensive approach that includes:

- Theoretical lectures supported by PowerPoint presentations and visual materials (videos and short films).
- Scientific evaluation of participants before and after the program to measure progress and knowledge acquisition.
- Brainstorming sessions and practical role-playing to simulate real-life scenarios.
- Case studies tailored to align with the training content and participants work nature.
- Assessment tests conducted at the end of the program to evaluate the achievement of training objectives.

Each participant receives the training material (both theoretical and practical) in printed form and saved on a CD or flash drive. Detailed reports, including attendance records, final results, and overall program evaluations, are also provided.

Training materials are prepared professionally by a team of experts and specialists in various fields. At the end of the program, participants are awarded a professional attendance certificate, signed and accredited by the Scandinavian Academy for Training Center.

Program Timings: 9:00 AM to 2:00 PM

The program includes:

- A daily buffet provided during the sessions to ensure participants comfort.
- A closing ceremony on the final day to distribute certificates and celebrate participants achievements.
- **Note: All prices are exclusive of 15% Value Added Tax (VAT).**

Our Success Partners

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