

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: The HR Management MBA

Code	City	hotel	Start	End	price	Language - Hours
HT-591SA	Abha	Hotel Meeting Room	2027-07-04	2027-07-15	19450 SR	En - 50

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 and dynamic new programme will cover all the latest thinking and the new models for Strategic HR.
In today's world HR managers are faced with increasingly complex responsibilities. In order to meet this challenge they must be continually sharpening their management skills. This new programme will focus on the management and leadership skills necessary for success in today's fast changing business environment.

In this programme you will learn how to:

- Manage and motivate people more effectively
- Create and harness the power of high performance teams
- Understand and effectively utilize strategic planning techniques
- Negotiate for positive results
- Utilize the Baldrige performance criteria as a standard of excellence and benchmark for your organization
- 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

Programme Objectives

- Consider methods for improving management performance
- Gain insights into the successful implementation of teams
- Study the techniques of strategic planning
- Develop their skills in the area of negotiating
- Analyze the Baldrige award criteria for excellence
- Examine the application of management best practices
- See the new 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)
- Understand and be able to use a corporate culture programme to change organizational culture
- 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 organization
- Create added value – beyond key indicators

Training Methodology

The training will be conducted in a relaxed and supportive environment. Wide use of case studies and team work. Participants will learn by active participation during the programme through the use of a wide variety of instructional techniques. There will be group exercises to allow for a “hands on” approach to learning. Instructional films will be utilized to present “best practices” approaches. In addition there will be in depth discussion of critical success factors.

Programme Outline

DAY 1 – People Management

- The importance of sociotechnical management
- Techniques for effective communication
- Motivating for results
- Enhancing your coaching skills
- Empowering employees for improved performance
- Characteristics of a successful manager

DAY 2 – Leading Teams

- Obtaining the benefits of teamwork
- Characteristics of ineffective teams
- Characteristics of effective teams
- Managing conflict in a productive manner
- Understanding team member styles
- Creating a virtual team

DAY 3 – Strategic Planning

- Analyzing the strategic planning process
- Achieving competitive advantage
- Utilizing dynamic SWOT analysis
- Focusing on vision and mission
- The importance of contingency planning
- Examples of strategic success and failure

DAY 4 – Negotiating for results

- Gaining insight into the negotiating process
- Characteristics of an effective negotiator

- Developing negotiating strategies
- Employing persuasive negotiation techniques
- Achieving the benefits of effective negotiating
- Negotiation exercises

DAY 5 – Operational Excellence

- The Malcolm Baldrige quality award-standard of excellence
- Lessons from the best performing companies
- Benchmarking your operation against the best
- Creating employee commitment
- Managing continuous improvement
- Creating the high performance organization

DAY 6 – 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 7 – 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

DAY 8 – 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

DAY 9 – 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

DAY 10 – Significant HR actions that can help improve the efficiency of the organisation

- 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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