



## **External Training Course**

# **Professional HR Enhancement Strategies**

**From 16 Dec. To 20 Dec. 2024**

**From 13 Jan. To 17 Jan. 2025**

**From 20 Feb. To 24 Feb. 2025**

**Carlton Downtown Hotel  
Dubai, UAE**

**Mr. Ghanem F. Al-Otaibi  
GM & Institute Owner**

☛ **Tel.: 00965 22248901**

☛ **Mob.: 00965 65548855**

☛ **Email: admin@agi-kw.com**

☛ **Fax: 00965 22204999**

☛ **Mob.: 00965 97273712**

☛ **Email: agi-kw@hotmail.com**

**W/SITE: WWW.AGI-KW.COM**

**External Training Course:**

**Professional HR Enhancement Strategies**

**From 16 Dec. To 20 Dec. 2024**

**Fees: 1500 KD**

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**Course Introduction**

Human Resources (HR) plays a crucial role in driving organizational success by managing and optimizing the most valuable asset of any company—its people. This 5-day intensive course on HR Enhancement Strategies is designed to equip HR professionals with the knowledge, tools, and techniques needed to effectively manage and enhance HR functions in their organizations. The course covers a wide range of topics, from strategic HR management and talent acquisition to employee development, performance management, and the latest HR technologies.

**Course Objectives**

By the end of this course, participants will be able to:

- Understand and apply strategic HR management principles to align HR strategies with business goals.
- Implement modern talent acquisition and retention strategies to attract and retain top talent.
- Design and deliver effective employee development and training programs.
- Develop and manage performance management systems that drive employee performance.
- Create competitive compensation and benefits structures that motivate employees.
- Foster a positive workplace culture and enhance employee engagement.
- Leverage HR technologies and data analytics to improve HR decision-making.
- Navigate legal and ethical considerations in HR practices.
- Develop and manage global HR strategies to handle an international workforce.

**Training Methodology**

This training course will utilize a variety of proven adult learning techniques to ensure maximum understanding, comprehension, and retention of the information presented. Includes stimulating presentations supporting each of the topics together with interactive trainer lead sessions of discussion. There will also be practical sessions where participants can practice and experience course-related activities. Practical and fun exercises, short video presentations, small group work, and feedback will be used to facilitate learning.

## **Course Outline**

### **Day 1: Introduction and Strategic HR Management**

Introduction to HR Enhancement:

- Welcome and Course Overview.
- Definition and Importance of HR Enhancement.
- Current Trends in HR Practices.

Strategic HR Management:

- Aligning HR Strategy with Business Goals.
- HR Planning and Forecasting.
- Metrics and Analytics for HR Decision-Making.

### **Day 2: Talent Acquisition, Retention, and Employee Development**

Talent Acquisition and Retention:

- Modern Recruitment Strategies.
- Employer Branding.
- Onboarding Processes.
- Retention Strategies and Reducing Turnover.

Employee Development and Training:

- Identifying Training Needs.
- Designing Effective Training Programs.
- Career Development and Succession Planning.
- Evaluating Training Effectiveness.

### **Day 3: Performance Management and Compensation**

Performance Management:

- Setting Performance Standards and Goals.
- Performance Appraisal Methods.
- Feedback and Coaching Techniques.
- Managing Underperformance.

Compensation and Benefits:

- Developing Competitive Compensation Structures.
- Non-Monetary Benefits and Incentives.
- Employee Wellness Programs.
- Legal Considerations in Compensation.

## Day 4: Employee Engagement, Culture, and HR Technology

Employee Engagement and Culture:

- Building a Positive Workplace Culture.
- Strategies for Increasing Employee Engagement.
- Communication and Collaboration within Teams.
- Diversity and Inclusion Initiatives.

HR Technology and Innovation:

- Leveraging HR Software and Tools.
- Data-Driven HR Decisions.
- The Impact of AI and Automation on HR.
- Staying Current with Technological Advancements.

## Day 5: Legal Considerations, Global HR Strategies, and Course Wrap-Up

Legal and Ethical Considerations:

- Understanding Labor Laws and Regulations.
- Ensuring Compliance with Employment Standards.
- Handling Ethical Dilemmas in HR.
- Developing Policies and Procedures.

Global HR Strategies and Course Wrap-Up:

- Managing a Global Workforce.
- Cultural Sensitivity and Awareness.
- International Labor Laws and Regulations.
- Global Talent Management.
- Course Wrap-Up: Review, Q&A, and Certification Ceremony.

