XCELERATE TRAINING INSTITUTE

your learning & development partner

HUMAN RESOURCES MANAGEMENT (HRM)

HR Leadership Development Training Course

DURATION	LANGUAGE	FORMAT
5 days	**English**	**Classroom / Online**

Upcoming dates

Dates	Venue	Format	Fee
26 – 30 Apr 2027	Live online	Online (live)	**€1,200**
3 – 7 May 2027	Amsterdam	Classroom	**€3,600**
4 – 8 Oct 2027	Live online	Online (live)	**€1,200**

Register or ask a question

Online: staging.x8ti.com/course/hr-leadership-development-training-course/

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HR Leadership Development Training Course

Introduction

Introduction

A key role of an HR in any organization is to ensure right and competent people are assigned at the leadership level and they are performing at their best potential. HR leaders are the core of any organization and its success. They are responsible for strategizing and driving talent needs for which it is of utmost importance that the HR leaders have additional skills.

They must understand where the organization is lead, influence the senior leaders, and support the strategy and planning process to propel the business to its success. HR leaders must know their strengths and weaknesses to improve their ability and leverage their role. They must possess the skills of influencing, maneuvering and be confident to execute their responsibilities.

This Xcelerate training institute HR Leadership development program focuses on the needs of leading and growing a strategic function by self-awareness, engaging, building organizations' capacity and culture. Although the title says HR leadership, it's highly recommended that any functional leader managing people know all the skills mentioned in the course.

Learning Objectives

- Access an extensive platform for the development of Human Resources in the organization
- Leverage on the skills and ability discussed for the benefit, to the most
- Provide a framework for employees to develop on their own while at work
- Create an atmosphere for employees to express and share their ideas and views
- Generate a chain of communication between the employees and the management leading to employees' and organizations' development
- Create a climate for the employees to contribute their best and flourish
- Provide a platform to the employees to exhibit their skills, knowledge, and expertise for the benefit of the organization, creating opportunities for thriving
- Encourage and appreciate the innovative and out of the box ideas provided by the employees
- Be a conduit of bringing disruption in the organization and the industry
- Attract and retain the best talent in the market with engaging policies and rewards
- Acquire effective financial and budgeting abilities
- Have the best workforce planning and human resource technology solution
- Plan training interventions and help employees excel
- Provide feedback for growth and course correction
- Be a strategic business partner and contribute to the overall success

Training Methodology

Xcelerate training institute has designed this HR Leadership Development Training Program for individuals and leaders in the HR department in any organization. This workshop has participants from all cultures

who participate in this training program and share their own office experiences and challenges. Customized course topics can be arranged for organization-specific learning requirements. We use group discussions, case studies, and role-plays.

Benefits for Your Organization

- Participants would be able to make effective strategic decisions for the organization
- The organization would have an effective compensation and benefits scheme
- Set a benchmark by providing scope for employee development
- Interest and retain top talent in the market
- Participants would be able to use the data and statistics to analyze and assess to provide improvement plans
- Enable financial management for the benefit of the organization
- The organization would have an effective employment policy and benefits plan
- Participants would be able to identify and act strategically on challenges
- The organization would have better and more effective HR policies
- The organization would have a strong link between the management and the workforce
- Create an enthusiastic and exciting atmosphere for the employees to come back to work every day

Benefits for You

- Learn to resolve difficult situations and consult with managers for employee betterment
- Participants would be able to attract, motivate, and retain the employees
- Learn to facilitate the systematic progression of the organization
- Participants would be able to encourage employees to contribute their best to work
- Learn to analyze, assess, and identify difficulties and provide an effective and immediate solution
- Participants would enhance their ability and knowledge to provide best and innovative ideas for the rapid growth of the organization
- Learn to design and develop employee benefit packages
- Participants learn to manage critical communication, expectation management and feedback for improvisation
- Enhances the skills of conflict management and the ability to deal with all type of employee and workplace challenges
- Enables the participants to make an important and critical decision in pressure situations

Target Audience

Leaders and Managers, HR personnel, Line Managers, HR experts, OD Consultants, Independent consultants, Corporate professionals leading people in the business

Course Outline

Introduction to HR Leadership Development

- What is HR leadership development?
- Benefits of HR leadership development

- Importance of HR leadership development

Human Resource Leadership Skills

- Interpersonal skills
- Leadership skills
- Effective decision-making skills
- Speaking/ Communication skills
- Organizational skills
- Emotional intelligence
- Assertiveness
- Analytical skills
- Technical skills

Talent Acquisition

- Professional expertise
- Industry-specific expertise
- In-depth knowledge of selecting the right candidate
- Updated knowledge of the market
- Expertise to put people in the right role
- Essential Skills
- Thorough understanding of HR tools and process
- Knowledge of recruitment
- In and out knowledge of technology to facilitate smooth functioning
- Enhanced skills
- Professional certification in Human Resource
- Industry-specific experience

Talent Acquisition Strategy

- Generating lead and sourcing
- Recruiting
- Assessments
- Interviewing and selection
- Reference check
- Hiring and on boarding

Employee and Labor Relations

- Understanding organizational goal
- Economic growth and development
- Less employee turnover
- Enables extensive knowledge of the company and its practices
- Increased revenue
- Highly motivated workforce
- Reduced conflicts and increased loyalty

Design and Operations

- Building and sensitizing the teams
- Designing systematic and effective practices and framework
- System and its continuous improvement process
- Structure and guidelines manual
- Mapping and communicating tools
- Research, assess, and analyze – continuous improvement
- Modifying and assimilating – Being agile and iterations

Talent Mobility

- Identifying and implementing the right talent
- Aligning employees strategically
- Motivating people to contribute their best
- Enables clear and competent staff hiring to achieve the goal of the organization
- Applying the right people with the right skills in the right place and time

Influencing Workforce

- Coaching, mentoring and monitoring
- Aligning personal objectives with the organization's goals
- Cross-training the employees – breaking the Silos
- Improved communication between departments – collaboration
- Encouraging employees to share innovative ideas

HR Knowledge Management

- Collected data needs to be correctly defined and characterized
- Collaborating with existing and previous employees
- Connecting with the customers for feedback
- Learning from self and competitors (Decision and Mistakes)

FAQ's, Role-plays, Case studies and Discussions

- Meet with eminent leaders in the industry
- Equip with knowledge, skills and talents that HR Leaders must-have for succeeding in their roles (Case-based discussion, worksheets on solution drafting)
- Participate in role plays to understand how one tends to handle HR-related issues
- Ask questions about HR-related critical issues from real life and solve the challenges with expertise developed (Group discussion)

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Registration Form

HR Leadership Development Training Course

Preferred dates: ..... Venue or online: .....

Duration: 5 days Language: .....

Please complete and email this form to us, or register online. We confirm your place and send the invoice within one working day.

Delegate information

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

Official email: ..... Personal email: .....

Company information

Company name: .....

Address: .....

City / country: ..... VAT / tax number: .....

Person responsible for training & development

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

Email: .....

Payment

☐ Please invoice me ☐ Please invoice my company

Signature: ..... Date: .....

Call
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Email this form
info@x8ti.com

Register online
Open the course page