

# Essentials of Human Resources Management & Development

Human Resource  
Geneva (Switzerland)  
25 - 29 Aug 2025

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## Essentials of Human Resources Management & Development

**Ref:** 321378\_128695 **Date:** 25 - 29 Aug 2025 **Location:** Geneva (Switzerland) **Fees:** 4700 Euro

### Course Description

This comprehensive 5-day course covers the fundamental principles and practices of human resources management and development. Participants will gain practical skills in strategic HR planning, talent acquisition and management, performance evaluation, training and development, and organizational culture shaping. The course combines theoretical knowledge with hands-on exercises to prepare HR professionals and managers for success in today's dynamic business environment.

### Learning Objectives

- Develop and implement effective HR strategies aligned with organizational goals
- Master talent acquisition, retention, and succession planning techniques
- Design and manage performance evaluation systems that drive employee growth
- Create impactful training and development programs to enhance workforce capabilities
- Understand and apply best practices in employee relations and organizational culture

### Course Modules

#### Day 1: Strategic Human Resources Management

- Evolution of HR and its strategic role
- Aligning HR strategy with business objectives
- HR analytics and data-driven decision making
- Legal and ethical considerations in HR

#### Day 2: Talent Acquisition and Management

- Workforce planning and job analysis
- Recruitment strategies and employer branding
- Selection processes and assessment techniques
- Onboarding and retention strategies

#### Day 3: Performance Management and Compensation

- Designing effective performance management systems
- Goal setting and performance evaluation techniques
- Compensation strategies and benefits administration
- Managing underperformance and providing feedback

A graphic of a chessboard with several chess pieces (king, queen, rook, knight, and pawns) in gold and silver. The text 'UK Training PARTNER' is overlaid on the board.

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## Day 4: Learning and Development

- Assessing training needs and designing learning programs
- Implementing effective training methodologies
- Measuring training effectiveness and ROI
- Career development and succession planning

## Day 5: Organizational Development and Employee Relations

- Shaping organizational culture and values
- Change management and organizational transformation
- Employee engagement and retention strategies
- Conflict resolution and workplace diversity

## Practical Wins for Participants

- Develop a strategic HR plan aligned with organizational objectives
- Create a comprehensive talent management framework
- Design an effective performance management system
- Formulate an impactful employee development program

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