

Healthcare HR Management: Strategies for Hospital Leaders

Hospital Management
Düsseldorf (Germany)
01 - 12 Sep 2025

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Healthcare HR Management: Strategies for Hospital Leaders

Ref: 3024_136893 **Date:** 01 - 12 Sep 2025 **Location:** Düsseldorf (Germany) **Fees:** 7100 Euro

Course Description

This intensive 10-day course equips hospital professionals with advanced human resources management skills tailored to the healthcare sector. Participants will explore strategic HR practices, legal compliance, talent management, and organizational development techniques to effectively lead and optimize their healthcare workforce.

Learning Objectives

- Develop and implement strategic HR initiatives aligned with hospital goals
- Navigate complex healthcare labor laws and regulatory requirements
- Design effective talent acquisition and retention strategies for healthcare professionals
- Implement performance management systems to drive organizational excellence
- Foster a positive organizational culture and employee engagement in healthcare settings

Course Modules

Day 1: Strategic HR Management in Healthcare

- The evolving role of HR in healthcare organizations
- Aligning HR strategies with hospital objectives
- HR metrics and analytics for decision-making
- Building a strategic HR plan for hospitals

Day 2: Healthcare Workforce Planning and Staffing

- Forecasting healthcare workforce needs
- Recruitment strategies for healthcare professionals
- Credentialing and privileging processes
- Staffing models and scheduling optimization

Day 3: Talent Management in Healthcare

- Competency-based selection techniques
- Onboarding and orientation programs
- Career development pathways for healthcare staff
- Succession planning for critical roles

Day 4: Performance Management and Employee Relations

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- Designing effective performance appraisal systems
- Managing underperformance in healthcare settings
- Conflict resolution and mediation techniques
- Progressive discipline and termination processes

Day 5: Compensation and Benefits in Healthcare

- Developing competitive compensation structures
- Healthcare-specific benefits and perks
- Pay-for-performance and incentive programs
- Total rewards strategies for employee retention

Day 6: Employee Engagement and Organizational Culture

- Fostering a patient-centered culture
- Employee engagement surveys and action planning
- Recognition and reward programs
- Promoting work-life balance in healthcare

Day 7: Training and Development for Healthcare Staff

- Needs assessment and training program design
- Continuing education and professional development
- Leadership development for healthcare managers
- Measuring training effectiveness and ROI

Day 8: HR Technology and HRIS in Healthcare

- Selecting and implementing HRIS systems
- Leveraging technology for HR processes
- Data security and privacy considerations
- HR analytics and reporting capabilities

Day 9: Legal and Regulatory Compliance in Healthcare HR

- Key employment laws affecting healthcare organizations
- Managing leaves of absence and accommodations
- Workplace safety and OSHA compliance
- Navigating union relations in healthcare

Day 10: Strategic HR Leadership in Healthcare

- HR's role in organizational change management
- Building resilience and managing burnout
- Diversity, equity, and inclusion initiatives
- Future trends in healthcare HR management

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Practical Wins for Participants

- Develop a strategic HR plan aligned with your hospital's objectives
- Implement an improved performance management system
- Create an action plan to enhance employee engagement
- Design a competency-based selection process for key healthcare roles

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