

Healthcare HR Management: Strategies for Hospital Leaders

Hospital Management
Malaga (Spain)
04 - 15 Aug 2025

UK Traininig

PARTNER



Healthcare HR Management: Strategies for Hospital Leaders

Ref: 3024_136907 **Date:** 04 - 15 Aug 2025 **Location:** Malaga (Spain) **Fees:** 7400 **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

UK Training
PARTNER



- 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

A graphic of a chessboard with several chess pieces (king, queen, rook, knight, and pawns) in gold and silver. The pieces are arranged on a checkered board with concentric circles in the background.

UK Training
PARTNER

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

Blackbird training cities



Amman (Jordan)



Amsterdam (Netherlands)

Accra (Ghana)

Annecy (France)

Baku (Azerbaijan)

Bali (Indonesia)

Bangkok (Thailand)

Bangkok (Thailand)

Barcelona (Spain)

Batumi (Georgia)

Beijing (China)

Beirut (Lebanon)

Berlin (Germany)

Birmingham (UK)

Bordeaux (France)

Boston, Massachusetts (USA)

Brussels (Belgium)

Cairo (Egypt)

Cape Town (South Africa)

Casablanca (Morocco)

Cascais (Portugal)

Copenhagen (Denmark)

Doha (Qatar)

Dubai (UAE)

Düsseldorf (Germany)

UK Training
PARTNER

Blackbird Training Category



Human Resource



Audit & Quality Assurance



Finance, Accounting, Budgeting



Marketing, Sales, Customer Service



Secretary & Admin



Law and Contract Management



Project Management



IT & IT Engineering



Supply Chain & Logistics



Management & Leadership



Professional Skills



Oil & Gas Engineering



Health & Safety



Telecom Engineering



Hospital Management



Customs & Safety



Aviation



C-Suite Training



Agile and Refinement



Blackbird training Clients



MANNAI Trading
Company WLL,
Qatar



Alumina Corporation
Guinea



Booking.com
Netherlands



Oxfam GB International
Organization,
Yemen



Capital Markets
Authority,
Kuwait



Waltersmith Petroman Oil Limited
Nigeria



Qatar National Bank
(QNB),
Qatar



Qatar Foundation,
Qatar



AFRICAN UNION ADVISORY
BOARD ON CORRUPTION,
Tanzania



KFAS
Kuwait



Reserve Bank of
Malawi,
Malawi



Central Bank of Nigeria
Nigeria



Ministry of Interior
Kingdom of Saudi Arabia
KSA



Mabruk Oil Company
Libya



Saudi Electricity
Company,
KSA



BADAN PENGELOLA
KEUANGAN Haji,
Indonesia



NATO
Italy



ENI CORPORATE
UNIVERSITY,
Italy



Gulf Bank
Kuwait



General Organization for
Social Insurance
KSA



Defence Space Administration
Nigeria



National Industries
Group (Holding),
Kuwait



Hamad Medical
Corporation,
Qatar



USAID
Pakistan



STC Solutions,
KSA



North Oil company,



EKO Electricity



Oman Broadband



UNITED NATIONS
UN.



Authority for

UK Training
PARTNER



LONDON TRAINING PROVIDER



www.blackbird-training.com



training@blackbird-training.com



+44 7480 775526 / +44 7401 177335