BLACKBIRD FOR TRAINING

HRM for Allied Health & Healthcare Professionals Course

5 – 9 April 2027
Paris (France)

UK Traininig
PARTNER

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Why This Course

Human Resource Management in healthcare carries unique complexities — from staffing critical clinical roles to navigating strict regulatory environments and supporting a diverse workforce under high-pressure conditions. Healthcare organizations depend on strong HR strategies to ensure quality care, operational efficiency, and long-term organizational success.

The Healthcare Human Resource Management Executive Program offers a focused 5-day experience designed for healthcare HR professionals, managers, and department leaders seeking to strengthen their skills and elevate their HR practices. This program explores essential HR functions within the healthcare context, blending strategic planning, legal considerations, workforce development, and employee relations into one comprehensive learning journey.

Through case studies, interactive sessions, and practical exercises, participants will gain the tools needed to support a high-performing, engaged, and compliant healthcare workforce.

What You'll Learn and Practice

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

- Build effective recruitment and retention strategies tailored to healthcare workforce needs
- Apply legal and ethical HR principles specific to healthcare settings
- Design and implement performance management systems that support care quality
- Develop workforce planning and development strategies for clinical and non-clinical teams
- Use conflict resolution and employee relations techniques effectively within healthcare environments

The Program Flow

Day 1 - Strategic HRM in Healthcare

- Introduction to HRM functions in healthcare organizations
- Strategic planning and HR's role in healthcare success
- Workforce trends, shortages, and sector-specific challenges
- Aligning HR strategies with organizational goals and patient care mission

Day 2 - Recruitment & Retention in Healthcare

- Recruitment strategies for clinical and non-clinical positions
- Employee engagement and retention best practices
- Onboarding programs that accelerate integration and productivity
- Succession planning frameworks for healthcare organizations

Day 3 - Performance Management & Development

- Designing performance appraisal systems for healthcare teams
- Training and development programs that enhance capabilities
- Career pathways and structured advancement opportunities
- Competency-based management aligned with healthcare roles

Day 4 - Legal & Ethical Considerations

- Key employment laws and healthcare compliance requirements
- Managing diversity, equity, and inclusion in healthcare settings
- Ethical decision-making and HR responsibilities
- HR risk management and regulatory adherence

Day 5 - Employee Relations & Organizational Culture

- Conflict resolution tools tailored to healthcare environments
- Employee wellness, well-being, and work-life balance initiatives
- Creating and sustaining a positive organizational culture
- Leading change management in healthcare HR initiatives

Individual Impact

Participants will leave the program with the ability to:

- Develop targeted recruitment strategies for hard-to-fill healthcare roles
- Implement engagement plans that enhance staff motivation and retention
- Build performance management systems rooted in healthcare quality metrics
- Handle workplace conflicts with confidence and professionalism
- Lead HR initiatives that support organizational transformation

Organizational Impact

Healthcare organizations will benefit from professionals who can:

- Strengthen workforce planning and staffing outcomes
- Enhance compliance with healthcare-specific regulations
- Improve employee engagement, culture, and performance
- Support smooth adoption of new HR policies and organizational changes
- Contribute to improved care quality through effective HR strategies

Training Methodology

The program is delivered through a blended, practice-oriented approach that includes:

- Case studies from hospitals, clinics, and healthcare systems
- Group discussions, role-playing, and HR scenario simulations
- Practical tools and templates for HR planning and performance management
- Interactive instructor-led sessions and collaborative exercises
- Reflection activities to connect learning with real organizational needs

Beyond the Course

Upon completion, participants will be ready to:

- Lead strategic HR initiatives within healthcare settings
- Improve recruitment, retention, and workforce development outcomes
- Strengthen organizational culture and staff well-being
- Support continuous improvement in HR systems and processes
- Drive people-centered strategies that enhance care delivery