



Understand processes, techniques and directions in human resources planning with regards to competitiveness, challenges, strategic management, new HR structure and its role in the business as well as establishing HR philosophy and human resources planning & development.

Current progressions in human resources development involves aspects of organisation development in order to prepare talents to understand corporate strategy which involves planning, corporate defense strategies to avoid conflict and change management. Therefore, human resources development individuals should understand the overall human resources development cycle.

## Objectives

The aim of this course is to understand processes and technics in human resource development using competency model in for effective management in human resource in all aspects such as career planning, succession planning, and talent management as well as setting HRD key performance indicators.

## Course Outline

- Global Business Competition & Its Challenges VS Strategic Management
- New HR Delivery Model & its direction to serve business
- TAPS Development Model” & 70:20:10 Development Model
- Set HR Philosophy and Strategic Human Resources Planning & Development Framework (Establishing HR Philosophy and Human Resources Planning & Development)
- HRD applications
- Organization Development (OD) VS Culture of learning & Knowledge Management
- Talent Management & Succession Planning
- Career Development & Competency Management & Individual Development Plan(IDP)

**This course is suitable for:** Executives, human resource executives and interested individuals

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