Strategic Human Resource Development Tools

Introduction

From the concepts of human resource development to the practical approaches, including methods and tools that human resource executives or managers will be able to choose and implement effectively. This course likewise teaches the participants learn how to assess which tools are appropriate for an organization at this time, and what are the advantages and drawbacks for each tools. Furthermore, the participants will learn how to measure and evaluate the result for human resource developing.

Objectives

1. To understand the tools used in human resource development.
2. To comprehend the purpose, pros and cons of each tools. Selecting the tools to use appropriately in every situation in an organization.
3. To be able to use the tools effectively to meet the objectives.
4. To be practical and the measurement can be evaluated.

Course Outline

Part I

1. Human Resource Management VS Human Resource Development and New HR Delivery Model

2. Roles, Functions and expected Outcome of HRD

3. A Strategic Framework For The HRD Process

4. 70:20:10 Model (Development is more than Training Model)

Part II

Systematic Approach (OD Approach)

- HRD and Employee Lifecycle in organization

- Training & Development

    - Induction & On-boarding

    - Employee Development

    - Leadership Development

    - Talent Management Development

    - Succession Planning Development

    - Career Planning & Development

    - Feedback & Performance Coaching (Performance Management)

    - Organization & Culture Change & Development

    - Employer Counseling & Well-Being

Part III

1. Principles, Techniques, and Pitfalls of Implementing HRD Tools to Practice

2. Principles of HRD Evaluation

3. A Strategic Partnership Role