

TITLE: Strategic Human Resource Management for Schools

SYNOPSIS: One of the key success factors for an organisation is how motivated and how engaged the people are. The management and mobilisation of these human resources then becomes a critical key part of any organisation's corporate plans. Strategic human resource management is about how the key strategies for human resource management is aligned and supports the overall corporate direction of the organisation. What are the key facets of human resource management? How do we derive a human resource plan? What are the key human resource considerations in terms of manpower needs, human resource learning and development, employee engagement and motivation and employee performance management? How do we develop a culture for excellence, and get employees on board in the pursuit of the organisation's goals and directions. The workshop is designed to share best practices and various approaches towards the strategic development and management of human resources for overall organisation improvement.

DURATION: Two Days

TARGET AUDIENCE: Directors, Senior managers, Principals, Heads of Departments

PROGRAM OBJECTIVES:

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

- To understand the linkage between human resource plans and the overall strategic plans of the organisation
- To develop human resource plans which contribute to the overall strategy and direction of the organisation
- To explore various aspects of human resource planning including manpower planning, employee learning and development, employee engagement strategies and performance management strategies

PROGRAM CONTENTS:

- The definition and importance of strategic human resource management
- Developing the human resource management plans and its considerations
- Aligning employee recruitment and selection to the corporate directions of the organisation
- The challenges, strategies and mechanisms for effective employee engagement
- Developing human resources as a strategic competitive advantage and how to create a learning culture within the organisation
- Leadership development leaders and succession planning as a strategic human resource management strategy
- Keeping generation Y employees motivated and high performing in the new economy
- Measuring and rewarding human resource performance
- Strategic Human Resource management and the People Developer Standards