



HM259: HR Conference: Shaping the Future of Human Resources Through Innovation, Leadership and Strategic Workforce Excellence

Training Description:

The **HR Conference** is a comprehensive five-day professional development program designed for HR professionals, business leaders and organizational decision-makers seeking to enhance their knowledge of contemporary human resource management practices. The conference explores the evolving role of HR as a strategic business partner, emphasizing workforce planning, talent acquisition, employee engagement, digital transformation, leadership development, diversity and inclusion, employment law and the future of work.

Participants will gain practical insights into emerging HR trends, innovative people management strategies, and global best practices through expert-led discussions, case studies, interactive workshops and group exercises. The program equips attendees with the knowledge and tools required to build resilient organizations capable of attracting, developing and retaining high-performing talent while ensuring compliance with changing employment regulations.

Training Objectives:

By the end of the training, participants will be able to:

- ✓ Understand the evolving strategic role of Human Resources in modern organizations
- ✓ Develop effective talent acquisition and workforce planning strategies
- ✓ Strengthen employee engagement, motivation, and organizational culture
- ✓ Implement performance management systems that drive business success
- ✓ Enhance leadership development and succession planning initiatives
- ✓ Understand HR analytics and leverage data-driven decision-making
- ✓ Explore digital HR technologies and artificial intelligence applications
- ✓ Promote diversity, equity, inclusion, and employee well-being
- ✓ Manage organizational change and workforce transformation effectively
- ✓ Ensure HR compliance with employment legislation and ethical standards

Training Designed for:

This training course is intended for Human Resources Directors, HR Managers and Supervisors, Talent Acquisition Specialists, Recruitment Managers, Learning and Development Professionals, Compensation and Benefits Specialists, Employee Relations Officers, Organizational Development Specialists, Workforce Planning Professionals, Business Unit Managers, Department Heads, Corporate Executives, Government HR Professionals, Administrative Managers and Anyone responsible for managing people and organizational performance.

Training Requirement:

“Hand’s on practical sessions, equipment and software will be applied during the course if required and as per the client’s request.”

Contents can be adapted to your specific wishes. It is therefore possible to focus on specific modules of the training course as per client’s learning needs and objectives. Further, it should be forwarded to us a month prior to the course dates.

Training Program:

DAY ONE:

STRATEGIC HUMAN RESOURCE MANAGEMENT

- ❖ **Session 1: The Future of Human Resources**
 - Evolution of HR
 - HR as a strategic business partner
 - Global HR trends
 - Future workforce challenges
- ❖ **Session 2: Strategic Workforce Planning**
 - Workforce forecasting
 - Skills gap analysis
 - Talent pipeline development
 - Succession planning
- ❖ **Session 3: HR Governance**
 - HR policies and procedures
 - Corporate governance
 - Ethical HR practices
 - Risk management
- ❖ **Activity:**
 - Developing an HR Strategic Roadmap

DAY TWO:

TALENT MANAGEMENT & EMPLOYEE EXPERIENCE

- ❖ **Session 1: Modern Recruitment Strategies**
 - Employer branding
 - Digital recruitment
 - Competency-based interviewing
 - Candidate experience
- ❖ **Session 2: Employee Onboarding**
 - Effective orientation programs
 - Employee integration
 - Early engagement
 - Probation management
- ❖ **Session 3: Employee Engagement**
 - Building high-performing teams
 - Employee motivation
 - Recognition programs
 - Workplace culture
- ❖ **Activity:**
 - Designing an Employee Engagement Action Plan

DAY THREE:

PERFORMANCE, LEARNING & LEADERSHIP DEVELOPMENT

- ❖ **Session 1: Performance Management Systems**
 - Performance planning

- Continuous feedback
- Performance appraisal methods
- Managing underperformance
- ❖ **Session 2: Learning & Development**
 - Training needs analysis
 - Competency development
 - Learning technologies
 - Career development
- ❖ **Session 3: Leadership Development**
 - Leadership competencies
 - Coaching and mentoring
 - High-potential employee programs
 - Succession management
- ❖ **Activity:**
 - Creating Individual Development Plans (IDPs)

DAY FOUR:

HR TECHNOLOGY, ANALYTICS & COMPLIANCE

- ❖ **Session 1: Digital HR Transformation**
 - HR Information Systems (HRIS)
 - Artificial Intelligence in HR
 - Automation of HR processes
 - Digital employee experience
- ❖ **Session 2: HR Analytics**
 - HR metrics and KPIs
 - Workforce analytics
 - Predictive HR analytics
 - Dashboard reporting
- ❖ **Session 3: Employment Law & Compliance**
 - Employment regulations
 - Employee rights and obligations
 - Workplace investigations
 - Data privacy and confidentiality
- ❖ **Activity:**
 - Developing an HR Dashboard for Business Decision-Making

DAY FIVE:

ORGANIZATIONAL DEVELOPMENT & FUTURE OF WORK

- ❖ **Session 1: Organizational Change Management**
 - Managing organizational transformation
 - Change leadership
 - Managing resistance
 - Communication strategies
- ❖ **Session 2: Diversity, Equity & Inclusion**
 - Inclusive workplace practices
 - Eliminating bias
 - Equal opportunity

- Cultural intelligence
- ❖ **Session 3: Employee Well-being & Future Workplace**
 - Mental health in the workplace
 - Employee wellness programs
 - Hybrid and remote work strategies
 - Future workforce trends
- ❖ **Final Activity**
 - Developing a Future-Ready HR Action Plan
- ❖ Course Conclusion
- ❖ POST-ASSESSMENT and EVALUATION

Training Methodology:

This interactive training course includes the following training methodologies as a percentage of the total tuition hours:

- 30% Lectures, Concepts, Role Play
- 70% Workshops & Work Presentations, Techniques, Based on Case Studies & Practical Exercises, Gamification, Software & General Discussions
- Pre and Post Test

Training Certificate(s):

CMCT Internationally recognized certificate(s) will be issued to each participant who completed the course.

Training Fees:

USD\$ TBA - This rate includes participant's manual, hand-outs, buffet lunch, coffee/tea on arrival, morning & afternoon of each day.

Note: The 5% VAT (Value Added Tax), will be effective starting 01st of January 2018 as per the new regulation from the UAE Government. The VAT applies for all quotation both for local and abroad.

Training Timings:

Daily Timings:

07:45 - 08:00	Morning Coffee / Tea
08:00 - 10:00	First Session
10:00 - 10:20	Recess (Coffee/Tea/Snacks)
10:20 - 12:20	Second Session
12:20 - 13:00	Recess (Prayer Break & Lunch)
13:00 - 14:00	Last Session

For training registrations or in-house enquiries, please contact:

Aisha Relativo - Training & Career Development Manager

aisha@cmc-me.com / training@cmc-me.com

Tel.: +971 2 665 3945 or +971 2 643 6653 | Mob.: +971 52 2954615