



# HUMAN RESOURCES MANAGEMENT

## OD2 ORGANISATIONAL DEVELOPMENT FOR HR MANAGERS

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It is essential for HR leaders and organisational development practitioners, to understand the relation between HR and OD, and how it can be used to improve organisational and employee effectiveness. This challenging course will provide participants with the knowledge and skills to enhance OD capability and create initiatives that introduce and sustain competitive HR advantage in organisation.

### SKILLS ATTAINED


- ✓ Understand organisational development as a process
- ✓ Understand organisational climate and how it can be measured
- ✓ Recognise the balance between macro and micro organisational development
- ✓ Identify specific elements relating to the quality of working life
- ✓ Implement effective career development strategies
- ✓ Assess and plan for manpower requirements
- ✓ Determine an appropriate organisational HR design
- ✓ Identify and implement solutions to personnel issues
- ✓ Develop strong interpersonal skills


### WHO SHOULD ATTEND


This essential course is designed for Senior HR practitioners, managers, team leaders who are involved in improving the organisations processes and its effectiveness.


### COURSE INFORMATION

 10 Training Days

 11-22 Mar 19 (London)

 London: £5750 + VAT

 Companies nominating 3 or more delegates to attend the same programme will enjoy a special discount on the course fees.

 At the end of the programme, an achievement certificate will be awarded on the basis of active participation and full time attendance. No examination required.

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### What is Organisational Development

- ✓ Organisational development and organisational effectiveness
- ✓ The importance of strategy in organisational development
- ✓ Define and measure organisational climate

### Difference and Consequences of Macro and Micro Organisational Development

- ✓ Differing perspectives of organisational development
- ✓ Organisational climate, culture, norms, values and power structure
- ✓ Realising the importance of better understanding of internal politics

### Worker Commitment

- ✓ Structure of roles in organisation
- ✓ Inter-group collaboration
- ✓ The combination of the authority based on roles, knowledge and skills
- ✓ The creation of an open system of communication

### Aspects of Quality of Working Life

- ✓ Healthy and safe working conditions
- ✓ Development and growth of human capacities
- ✓ Growth and security
- ✓ Social integration of people
- ✓ Constitutionalism
- ✓ The social relevance of work

### Enhancing the Effectiveness of Training Programmes

- ✓ Performance management
- ✓ Prepare a development plan
- ✓ ROI
- ✓ Training evaluation and its impact in the workplace

### Factors Affecting Manpower Planning and Career Development

- ✓ Human Resource Management
- ✓ Objectives and conventional duties
- ✓ Generating Human Resource Policies and Tactics
- ✓ Supporting corporate, divisional and functional strategies

### Contemporary Personnel Issues

- ✓ Downsizing
- ✓ Restructuring
- ✓ Disciplinary and grievances procedure

### Reward Management System

- ✓ Job evaluation
- ✓ Factors affecting pay levels
- ✓ Salary structures
- ✓ Pay administration

### Recruitment and Selection

- ✓ Recruitment requirements to fit organisational strategy
- ✓ Creating a target recruitment policy
- ✓ Assessing your interviewing: competency-based, assessment centres and others
- ✓ Outsourcing the recruitment function

### Interpersonal Relationship Skills in Team (the Art of NLP)

- ✓ Creating a rapport
- ✓ Praising and giving constructive feedback
- ✓ Handling conflict

### COURSE BOOKING

+44 (0) 207 724 6007

training@lmcuk.com

www.lmcuk.com

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