



HUMAN RESOURCES MANAGEMENT

HR43 HR Compliance and Staff Relations – Managing People and Policies

This comprehensive two-week programme brings together two core pillars of modern HR strategy: reward and employee relations, and data-driven HR decision-making. Designed to enhance the effectiveness of HR leaders, it explores how to shape compensation and benefits structures that align with business objectives, while strengthening employee engagement and fostering constructive industrial relations. In parallel, it equips participants to leverage analytics and workforce data to support strategic decision-making across the HR lifecycle. The course provides delegates with both operational and strategic tools to build agile, informed, and people-focused HR functions.

Course Information

Duration: 10 days

London (£9900): 8th December 2025

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

Upon completion of one of our CPD certified courses, delegates will be awarded both an LMC certificate and a CPD certificate. No examination required.

Who is the course suitable for?

This course is ideal for HR professionals, line managers, and people leaders seeking to advance their strategic capabilities across reward, analytics, and employee relations. It is suited to those working in both public and private sectors, particularly individuals responsible for compensation design, employee engagement, HR operations, or organisational development. Delegates looking to combine people insight with business

alignment will benefit from the course's integrated approach.

Course profile

Day 1: Foundations of Compensation Strategy

- Understanding the role and objectives of compensation
- Analysing compensation structures and their alignment with business strategies
- Exploring job evaluation techniques and their application
- Establishing principles of market pricing and pay scales
- Introducing sources for compensation and benefits data

Day 2: Strategic Benefits Management

- Designing attractive benefits packages tailored to diverse workforces
- Benchmarking benefits against industry standards
- Leveraging benefits for enhanced employee engagement
- Exploring performance and incentive-based pay systems
- Developing strategic policies for long-term benefits management

Day 3: Evolving Employee Relations

- Transitioning from industrial to employee relations
- Cultivating effective employee communication strategies
- Enhancing the psychological contract between employer and employee
- Utilising engagement metrics to assess employee relations
- Implementing conflict management strategies in the workplace

Day 4: Employee Engagement and Conflict Resolution

- Developing frameworks for employee voice and representation
- Strategies for meaningful workplace conflict resolution
- Building and maintaining trust in employee relations
- Techniques for assessing and measuring employee engagement
- Aligning employee relations practices with organisational goals

Day 5: Union Relations and Partnership Working

- Understanding the role and influence of trade unions
- Strategies for industry-level bargaining
- Developing skills for effective partnership working
- Fostering teamwork and strategic alliances across the organisation
- Managing employment relationships to ensure mutual success

Day 6: Strategic Role of HR

- Defining HR's strategic influence in business

- Integrating HR strategy with business objectives
- Exploring Ulrich's Business Partner Model
- Anticipating HRM's evolution in future organisations
- Assessing the impact of emerging technologies and AI on HR

Day 7: Mastery of HR Analytics

- Crafting robust data analytics strategies
- Designing effective data collection methods
- Overcoming common data analytics challenges
- Enhancing data efficacy to support HR decisions
- Comparing descriptive and predictive data uses in HR

Day 8: Cultivating Organisational Culture

- Developing comprehensive HR policies and procedures
- Constructing a sustainable employee well-being strategy
- Fostering employee satisfaction and engagement
- Evaluating tools to reshape organisational culture
- Differentiating organisational culture from climate

Day 9: Data-Driven Employee Lifecycle Management

- Streamlining recruitment and onboarding processes
- Optimising compensation and recognition programs
- Enhancing talent management and development strategies
- Refining performance management systems
- Strategising for employee retention

Day 10: Effective HR Reporting and Risk Management

- Executing impactful HR analytics reports
- Identifying and utilising KPIs for HR projects
- Making informed decisions based on HR data
- Addressing people risks and complying with GDPR
- Gaining stakeholder buy-in through data

Competencies

At the end of the course, delegates will be able to:

- Design compensation and benefits strategies aligned with organisational goals
- Manage employee relations proactively, building trust and engagement
- Resolve workplace conflicts using structured communication and mediation techniques
- Engage constructively with trade unions and promote collaborative working

- Interpret and apply HR data to inform strategic decisions
- Develop robust analytics processes to support HR planning and reporting
- Align HR practices with organisational culture and performance goals
- Navigate people risks and regulatory requirements using data-driven approaches

Course Booking

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