HUMAN RESOURCES MANAGEMENT

HR10 Human Resources Fundamentals for Practitioners

This course provides a comprehensive foundation in core HR principles, aligned to recognised professional standards and best practice. It explores the role of HR in supporting organisational performance, alongside key areas such as the employee lifecycle, employee relations and people management practices. Delegates will develop the knowledge and confidence to apply ethical, evidence-based and value-driven approaches in their day-to-day work, strengthening both their professional credibility and their contribution to organisational success.

Course Information

Duration: 5 days

London (£4950): 20th July 2026, 7th September 2026, 26th October 2026, 19th April 2027, 28th June 2027, 16th August 2027, 11th October 2027, 29th November 2027, 6th March 2028

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 designed for HR professionals and practitioners seeking to strengthen their core knowledge of the HR function in line with proven methods. It is particularly suited to those in generalist or operational HR roles, as well as individuals with people management responsibilities who want to adopt a more structured, informed and best practice-led approach to managing people.

Course profile

The Strategic Role of HR in Organisational Performance

- Define HR's contribution to organisational strategy and business outcomes.
- Distinguish between transactional, operational and strategic HR models.
- Understand HR governance and accountability structures.
- Align HR activities to organisational objectives.
- Assess the maturity of the current HR function

Workforce Planning & Structured Talent Acquisition

- Apply workforce planning techniques to anticipate business needs.
- Design competency-based recruitment frameworks.
- Implement structured and bias-aware selection processes.
- Strengthen onboarding to improve retention and productivity.
- Ensure hiring practices reflect compliance and national workforce requirements.

Performance Management, Accountability & Employee Relations

- Designing performance management systems aligned to strategic priorities.
- Establish measurable KPIs and behavioural expectations.
- Conduct structured and culturally sensitive performance conversations.
- Manage underperformance using documented and fair processes.
- Handle employee relations cases with consistency and professionalism.

Learning, Talent Development & Succession Planning

- Conduct structured organisational training needs analysis.
- Develop Individual Development Plans aligned to business capability.
- Implement succession planning and talent review frameworks.
- Evaluate learning impact and return on investment.
- Embed a culture of continuous improvement and capability building.

HR Governance, Reward & Risk Management

- Develop structured HR policies aligned to organisational standards.
- Understand key labour law frameworks affecting HR practice in the region.
- Introduce compensation and benefits structures and grading principles.
- Use HR metrics and dashboards to inform decision-making.

Competencies

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

- Understand the role of HR in creating value for people, organisations and wider stakeholders
- Apply core HR principles and frameworks using evidence-based and best practice approaches
- Manage the employee lifecycle effectively, supporting attraction, development and retention
- Navigate employee relations issues with fairness, consistency and sound professional judgement
- Interpret and apply employment legislation and organisational policies in a compliant manner
- Demonstrate ethical practice, professionalism and a commitment to positive working relationships

Course Booking

Call us: +44 (0) 207 724 6007

Email us: training@lmcuk.com

www.lmcuk.com

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