Healthcare HR Management: Strategies for Hospital Leaders

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Milan (Italy)



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Ref: 20240714487 Duration: 7 Days Location: Milan (Italy) Fees: 9400 GBP

Why This Course

The healthcare sector faces unique workforce challenges—from staffing shortages to regulatory complexity and rising expectations for patient-centered care. As hospitals strive to improve quality and efficiency, human resources leaders play a critical role in shaping high-performing teams, driving organizational culture, and building sustainable talent pipelines. Mastering strategic HR management in healthcare is essential for ensuring that hospitals attract, develop, and retain the right talent to meet growing operational demands.

The Advanced Healthcare Human Resources Management - Intensive 2-Week Programme equips healthcare HR professionals, managers, and hospital leaders with the strategic insight and practical tools needed to optimize workforce performance. Through real-world case studies, practical exercises, and interactive discussions, participants will explore advanced HR practices tailored to the unique demands of healthcare environments. This programme bridges strategy with practical execution—empowering participants to lead HR transformation and support organizational excellence.

What You'll Learn and Practice

By the end of this programme, participants will be able to:

- Develop and implement strategic HR initiatives aligned with hospital goals.
- Navigate complex healthcare labor laws and regulatory requirements.
- Design effective recruitment, talent development, and retention strategies.
- Implement performance management systems that strengthen organizational outcomes.
- Foster a positive, patient-centered organizational culture and enhance employee engagement.

The Programme Flow

Day 1: Strategic HR Management in Healthcare

- Understanding the evolving role of HR in modern healthcare organizations
- Aligning HR strategies with hospital goals and strategic priorities
- Using HR metrics, analytics, and dashboards for data-driven decisions
- Building a comprehensive strategic HR plan for healthcare settings



Day 2: Healthcare Workforce Planning and Staffing

- Forecasting short- and long-term workforce needs in hospitals
- Recruiting healthcare professionals with specialized competencies
- Understanding credentialing and privileging processes
- Optimizing staffing models, scheduling, and workforce allocation

Day 3: Talent Management in Healthcare

- Using competency-based selection and assessment techniques
- Designing effective onboarding and orientation programs
- Creating career development pathways for clinical and nonclinical staff
- Developing succession plans for mission-critical roles

Day 4: Performance Management and Employee Relations

- Designing fair and effective performance appraisal systems
- Managing underperformance in a healthcare environment
- Applying conflict resolution and mediation techniques
- Implementing progressive discipline and termination procedures

Day 5: Compensation and Benefits in Healthcare

- Building competitive compensation structures
- Designing benefits packages tailored to healthcare professionals
- Implementing pay-for-performance and incentive programmes
- Using total rewards strategies to enhance retention

Day 6: Employee Engagement and Organizational Culture

- Fostering a patient-centered and service-driven culture
- Designing and analyzing employee engagement surveys
- Developing recognition and reward programmes
- Promoting well-being and work-life balance in high-stress environments

Day 7: Training and Development for Healthcare Staff

- Conducting training needs assessments
- Designing impactful training and continuing education programmes
- Developing leadership pathways for emerging healthcare managers
- Measuring training effectiveness and return on investment ROI



Day 8: HR Technology and HRIS in Healthcare

- Selecting and implementing Human Resource Information Systems HRIS
- Leveraging digital tools to streamline HR processes
- Ensuring data privacy and security in HR systems
- Using HR analytics to monitor performance and inform decisions

Day 9: Legal and Regulatory Compliance in Healthcare HR

- Understanding key employment laws affecting healthcare organizations
- Managing leaves of absence, accommodations, and protected categories
- Maintaining workplace safety and ensuring OSHA compliance
- Navigating union relations and labor negotiations in healthcare

Day 10: Strategic HR Leadership in Healthcare

- Leading organizational change and transformation initiatives
- Building workforce resilience and managing burnout
- Implementing diversity, equity, and inclusion DEI strategies
- Exploring future trends shaping healthcare HR management

Individual Impact

Participants will return with the ability to:

- Build and execute a strategic HR plan aligned with hospital objectives.
- Improve performance management and strengthen team accountability.
- Enhance employee engagement through targeted initiatives.
- Design competency-based recruitment and development processes for critical roles.

Organizational Impact

Hospitals benefit through:

- Stronger HR systems aligned with strategic priorities.
- Improved staffing effectiveness and reduced turnover.
- Enhanced organizational culture and employee satisfaction.
- Increased operational performance through effective talent management.

Training Methodology

This programme blends strategic insight with real-world application through:



- Practical workshops and simulation exercises
- Case studies from leading healthcare institutions
- Group projects and collaborative problem-solving
- Facilitator-led discussions linking best practices to hospital realities

Beyond the Course

Upon completion, participants will be fully equipped to lead HR transformation initiatives in hospital environments. They will return with modern tools, strategic frameworks, and actionable plans to elevate workforce performance and support long-term organizational success.

