BLACKBIRD FOR TRAINING

Comprehensive Human Resources Management Training Course

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Lisbon (Portugal)

UK Traininig
PARTNER



Comprehensive Human Resources Management Training Course

Ref: 20221102_135215 Location: Lisbon (Portugal) Fees: 5200 GBP

Why This Course

Human Resources today plays a central role in shaping organizational success. From attracting the right talent to developing employees and maintaining strong workplace relationships, HR professionals are expected to contribute strategically while managing day-to-day operations effectively.

This comprehensive 1-week program is designed to provide a well-rounded foundation in Human Resources Management. It combines essential HR functions with practical tools and real-world applications, enabling participants to confidently manage people, processes, and performance in a dynamic work environment.

What You'll Learn and Practice

By joining this program, you will:

- Build strategic HR management capabilities aligned with business goals.
- Manage recruitment, selection, and onboarding processes effectively.
- Understand employment law and ensure compliance.
- Design and implement performance management and development systems.
- Develop competitive compensation and benefits structures.
- Strengthen employee relations and conflict resolution skills.

The Program Flow

Day 1: Strategic HR Management and Workforce Planning

- Understanding the role of HR as a strategic partner.
- Aligning HR strategies with organizational objectives.
- Applying workforce planning and talent management approaches.
- Using HR metrics and analytics to support decisions.

Day 2: Recruitment, Selection, and Onboarding

- Conducting job analysis and writing clear job descriptions.
- Sourcing and attracting qualified candidates.
- Applying effective interview and selection techniques.
- Designing onboarding programs that support integration and retention.



Day 3: Employment Law and Compliance

- Understanding key employment laws and regulations.
- Ensuring compliance and managing workplace risks.
- Supporting diversity and inclusion initiatives.
- Handling workplace investigations professionally.

Day 4: Performance Management and Employee Development

- Designing structured performance appraisal systems.
- Setting goals and providing constructive feedback.
- Developing employee growth and development plans.
- Applying succession planning strategies.

Day 5: Compensation, Benefits, and Employee Relations

- Building competitive compensation structures.
- Designing and managing employee benefits programs.
- Enhancing engagement and retention strategies.
- Managing conflicts and applying workplace mediation techniques.

Individual Impact

- Strengthen your understanding of core HR functions.
- Improve your ability to manage people and processes effectively.
- Build confidence in handling HR challenges and decisions.
- Enhance your strategic and operational HR skills.

Organizational Impact

- Align HR practices with business strategy and objectives.
- Improve talent acquisition, development, and retention.
- Strengthen compliance and reduce organizational risks.
- Foster a positive and productive workplace culture.

Training Methodology

This program focuses on practical, real-world application through:

- Case studies reflecting common HR challenges.
- Interactive discussions and group activities.
- Hands-on exercises in HR planning and implementation.
- Practical tools and templates for immediate use.



Beyond the Course

By the end of this program, participants will be equipped with the knowledge and tools needed to manage HR functions effectively and strategically.

They will return ready to:

- Develop and implement a strategic HR plan.
- Manage recruitment and onboarding processes efficiently.
- Design performance and development systems.
- Build a strong employee relations and retention strategy.

This course provides a solid foundation for professionals looking to enhance their HR expertise and contribute meaningfully to organizational success.

