



## HRM-107 - Managing HR for Strategic Impact

### Description

A 5-day Training Course in which participants will learn how to manage Human Resources (HR) to have a strategic impact on their telecommunications organization. This course provides a practical understanding of how to align HR strategies with organizational strategies and ensure congruence in policies and practices within HR to foster high performance from employees and competitive advantage for the organization.

### Objectives

- Understand current issues and trends in human resources management
- Examine how to align HR strategies with organizational strategies
- Understand how to develop and implement HR policies and practices which are congruent with the organization's goals, foster high performing employees and enhance competitive advantage

### Topics

\*Note: the course structure may be subject to change as trainings are updated on a regular basis.

Becoming strategic: the changing role of Human Resources Management (HRM)role="" (hrm)  
management resources human of changing the strategic:> Key HRM trends and impacts

- The economy
- Multi-generations in the workplace
- The rise of technology
- Outsourcing
- The online employee
- The Web and social networks

Strategic HRM: HR and organizational strategystategy organizational and hr hrm:> The aligned organization: planning and organizational designorganizational and design planning organization: aligned> Employees as a strategic asset: finding, getting and keeping the best

- Recruitment
- Compensation

- Performance management
- Training and development
- Employee benefits and services
- Employee relations

Managing HR in a globalized business Case studies and workshops Target Audience

- Telecommunications managers and personnel responsible for human resources
- Managers looking to complement their skill-set by learning how to manage human resources to foster high performance from employees and competitive advantage for the organization

## **Methodology**

Our training courses combine expert presentations, workshops, case studies and discussions on real-life situations faced by participants. Complete training material is provided to all participants for future reference and follow-up action plans.

## **Location**

Our public training courses are held at regular intervals in selected cities around the world. Upon request, our expert trainers can lead private training courses at the location of your choice or using a virtual classroom (distance training using a web-conferencing platform). For more information, or if interested in a private session, please contact us at [training@neotelis.com](mailto:training@neotelis.com).

## **About Neotelis**

Neotelis provides training, consulting, conferences and publications to the telecommunications industry worldwide. Its team of experts has trained thousands of executives and managers working for operators, regulators, policy-makers and governments in over 100 countries around the world.

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