

Advanced Personnel Management Strategies

COURSE OVERVIEW

As organizations evolve, so must their approach to managing people. This course delivers advanced strategies and tools for managing human resources effectively in complex and dynamic environments. It focuses on strategic alignment between personnel practices and organizational goals, driving performance, engagement, and retention through progressive HR leadership.

Delegates will gain insights into workforce planning, employee relations, HR analytics, performance improvement, and strategic HR development—empowering them to lead change and build people-first cultures.

WHO SHOULD ATTEND?

This course is designed for HR Managers, Senior HR Officers, People and Culture Leads, Talent Managers, Personnel Officers, Line Managers, and anyone involved in high-level personnel planning, policy implementation, or workforce development.

COURSE OUTCOMES

Delegates will gain knowledge and skills to:

- Implement strategic personnel management frameworks
- Align HR initiatives with broader business strategy
- Lead workforce planning and organizational change effectively
- Manage complex employee relations and performance issues
- Apply data-driven decision-making through HR analytics
- Enhance talent development, retention, and succession planning
- Design policies that promote fairness, equity, and productivity

KEY COURSE HIGHLIGHTS

At the end of the course, you will understand:

- Strategic workforce planning and manpower forecasting
- Advanced policy development and compliance frameworks
- Employee engagement, wellbeing, and communication strategies
- Managing workplace conflict, discipline, and labor relations
- Using HR metrics and analytics to drive decision-making
- Leadership development and high-potential talent strategies
- Case studies from public and private sector HR transformation
- Practical templates for HR strategy plans, risk logs, and engagement surveys

All our courses are dual-certificate courses. At the end of the training, the delegates will receive two certificates.

1. A GTC end-of-course certificate
2. Continuing Professional Development (CPD) Certificate of completion with earned credits awarded