MERCURY

HR Training for Managers and Team Leadership Development

16 – 20 May 2027
Muscat (Oman)



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Ref: 121427_1073075 **Date:** 16 – 20 May 2027 **Location:** Muscat (Oman) **Fees:** 5500 Euro

Introduction

The HR Training for Managers and Team Leadership Development course equips professionals with the essential skills to lead teams effectively, manage human resources strategically, and foster a productive workplace culture. It addresses the dynamic challenges managers face in contemporary organizations, focusing on leadership, talent management, and employee engagement. Participants will gain practical insights into performance management, motivation techniques, and conflict resolution. It emphasizes developing strategic thinking and emotional intelligence to enhance team collaboration. The program combines theoretical frameworks with actionable strategies for organizational success. Participants will be able to implement HR best practices that align with business goals.

Targeted Groups

This HR Training for Managers and Team Leadership Development training targets professionals seeking knowledge and skills:

- Mid-level managers aiming to enhance leadership capabilities.
- HR professionals are involved in team management and employee development.
- Supervisors are seeking effective performance management strategies.
- Team leaders are responsible for employee engagement and motivation.
- Department heads oversee HR policies and organizational change.
- Project managers managing cross-functional teams.
- New managers transitioning into leadership roles.
- Professionals preparing for HR certification or management growth.

Course Objectives

Participants will achieve the following objectives by completing the HR Training for Managers and Team Leadership Development course:

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- Understand core principles of human resource management.
- Enhance leadership and team management skills.
- Apply effective employee performance evaluation methods.
- Develop strategies for talent acquisition and retention.
- Improve conflict resolution and negotiation capabilities.
- Implement motivational techniques for higher productivity.
- Strengthen organizational communication skills.
- Build frameworks for strategic HR planning.
- Learn compliance and ethical HR practices.
- Promote team collaboration and workplace engagement.
- Analyze employee satisfaction and engagement metrics.
- Align HR initiatives with organizational objectives.

Targeted Competencies

Participants will gain the following competencies during the HR Training for Managers and Team Leadership Development program:

- Leadership and decision-making skills.
- Team management and collaboration techniques.
- Effective communication across all organizational levels.
- Conflict resolution and problem-solving abilities.
- Performance appraisal and feedback strategies.
- Employee motivation and engagement tools.
- Strategic HR planning and implementation.
- Talent acquisition, retention, and workforce planning.
- Understanding of HR policies, labor laws, and compliance.
- Analytical thinking in HR decision-making.
- Emotional intelligence and cultural sensitivity in leadership.
- Change management and organizational development skills.

Studying Scenarios

In this HR Training for Managers and Team Leadership Development training, participants develop skills through the following scenarios:

- Leading a team to meet challenging project deadlines.
- Resolving interpersonal conflicts within a department.
- Conducting a performance appraisal meeting with clear feedback.
- Developing strategies to retain high-performing employees.
- Implementing motivational programs for diverse teams.
- Aligning team goals with organizational strategy.
- Addressing compliance issues in employee management.
- Facilitating effective communication during organizational change.

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Course Content

Unit 1: Foundations of HR Management

- Overview of HR roles and responsibilities in modern organizations.
- Understanding organizational culture and its impact on team performance.
- Key principles of strategic HR management.
- HR policies, legal compliance, and ethical considerations.
- Workforce planning and job design essentials.
- Talent acquisition strategies and best practices.
- Employee onboarding and orientation processes.
- Introduction to HR metrics and performance indicators.

Unit 2: Leadership Skills for Managers

- Defining leadership styles and their impact on team outcomes.
- Developing emotional intelligence for effective leadership.
- Decision-making frameworks for managerial success.
- Motivating employees through recognition and rewards.
- Delegation strategies to optimize team productivity.
- Handling challenges and ambiguity in team management.
- Leading virtual and cross-functional teams effectively.
- Balancing authority with empathy for better employee relations.

Unit 3: Performance and Talent Management

- Setting clear objectives and KPIs for team members.
- Conducting constructive performance appraisals.
- Identifying training needs and development opportunities.
- Succession planning and career path development.
- Employee engagement and retention strategies.
- Managing underperformance and improvement plans.
- Aligning individual performance with organizational goals.
- Leveraging HR software for performance tracking.

Unit 4: Communication, Conflict Resolution, and Negotiation

- Principles of effective workplace communication.
- Active listening and feedback techniques for managers.
- Conflict identification and resolution strategies.
- Negotiation skills to achieve win-win outcomes.
- Managing team dynamics and interpersonal challenges.
- Facilitating productive meetings and discussions.
- Handling sensitive HR conversations with professionalism.
- Building trust and rapport across teams.

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Unit 5: Strategic HR Leadership and Organizational Development

- Integrating HR strategy with business objectives.
- Change management frameworks for organizational adaptation.
- Promoting workplace diversity and inclusion.
- Developing high-performing teams through coaching and mentoring.
- HR analytics for informed decision-making.
- Leadership planning for future workforce needs.
- Evaluating HR initiatives and measuring ROI.
- Case studies on successful HR leadership in organizations.

Final Insights & Key Takeaways

By completing this course, participants will confidently lead teams while implementing HR best practices. They will foster an engaging, productive, and compliant work environment that drives organizational success.