MERCURY

HR Training & Development Tools & Strategies Course

11 – 15 July 2027
Manama (Bahrain)



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Ref: 9174_263995 **Date:** 11 – 15 July 2027 **Location:** Manama (Bahrain) **Fees:** 4900 Euro

Introduction:

Employees continuously need to develop their knowledge, skills, and abilities. This HR training and development tools and strategies course is crucial for them to maintain and enhance operational capabilities and to improve engagement and motivation levels. In this context, the role of HR in training and development becomes vital.

Learning and development L&D professionals are expected to deliver outcomes that align with strategy directives, performance requirements, development needs, and international trends, among other criteria. This HR training and development tools and strategies course is designed to streamline this complexity and assist participants in designing and communicating comprehensive learning solutions within easy-to-use frameworks.

Additionally, the HR training and development tools and strategies course addresses process development and incorporates tools to improve the efficiency and effectiveness of L&D units, highlighting the importance of HR training and development.

Targeted Groups:

- Training and Development Specialists.
- Team Leaders and Managers.
- HR Business Partners.
- Individuals are directly involved in shaping the strategy of their learning and development units and designing associated tools and processes.

Course Objectives:

Participants in this HR training and development tools and strategies course will be able to:

- Categorize organizational learning and development maturity models based on strategic directives.
- Design and select external training interventions using HR analytics in training and development, including cost-benefit analysis.
- Develop conceptual designs for learning and development frameworks, facilitating a simple and effective nomination process by line managers and staff.
- Differentiate between static and dynamic process workflows and administer those by operational needs.
- Use a blended approach to develop and fulfill individual development plans for talents and successors.

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Targeted Competencies:

Target competencies in this HR training and development tools and strategies course will be able to:

- Formulate concepts and strategies for HR development and training.
- Relate and network within HR training and development processes.
- Present and communicate information.
- Apply expertise and technology in HR analytics for training and development.
- Planning and organizing.
- Training and development.

Role of HR in Training and Development:

The HR department plays a pivotal role in training and development, strategically aligning training initiatives with business goals and employee growth.

Comprehending the definition of training and development in HR and its applications is essential for HR professionals to tailor impactful development plans.

The importance of HR training and development lies in building a competent workforce ready to meet the challenges of the corporate landscape.

Course Content:

Unit 1: Creating a Training and Development Strategy:

- Analysis of Internal and External Environment.
- Develop learning and development strategies.
- Behavioural learning requirements.
- Functional development programs.
- Managerial development programs.
- Fund the training function.
- Cost-benefit analysis of training.
- Select learning and development projects.

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Unit 2: Training and Development Models:

- Organizational learning and development trends.
- High-impact learning maturity model.
- Incidental training.
- Operational excellence.
- Performance improvement.
- Capability development.
- Learn paradigms and continuous learning models.
- Learning paradigms.
- Timelines of development requirements.

Unit 3: Learning Frameworks and Training Menus:

- Push versus pull approach.
- Design of easy-to-use frameworks.
- Proficiency development.
- Competency development.
- Career development.
- Training menus.
- Communicate learning architecture.

Unit 4: Process Development and Systematization:

- Static process workflow.
- Dynamic process workflow.
- The power of toolkits.
- Toolkit design and dissemination.
- Automation.
- Retention policy.

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Unit 5: Individual Development Plans:

- Talent development programs.
- Succession Planning and Development Implications.
- Development centres outcome.
- Individual development plans.
- Template structure.
- The competency language.
- Diversification of learning solutions.
- On-the-job training methods.
- Off-the-job training methods.
- Education assistance.

Conclusion:

The HR training and development tools and strategies course marks a significant milestone for participants. Throughout the program, attendees delved into cutting-edge methodologies and best practices to enhance employee skills and organizational effectiveness.

This HR training and development tools and strategies course is not merely an endpoint but a new beginning. It empowers HR professionals to implement innovative strategies that drive continuous growth and development within their organizations.