



# FOUNDATIONS IN HUMAN RESOURCE MANAGEMENT

## Details

**Duration:** 2 Days

## Region & Dates

**Dublin:** June 24, 25, 2019

**Dublin:** Sep 9, 10, 2019

## Time:

9.30 am– 5.00 pm

## Venues:

Ibec  
84-86 Lower Baggot Street  
Dublin 2

## Cost:

Ibec member: €800  
Non-member rate: €900

## Programme Overview:

This programme aims to give those working in the area of Human Resources (HR) or moving into HR a range of practical insights, approaches and techniques to use in areas such as Strategic HRM, Performance Management, Employment Law and Industrial Relations. The benefits of a strong Talent Management approach and developing a comprehensive learning and development process ensuring the rewards system in place in your company suits the needs of all your employees will also be highlighted. Most companies have undergone or are undergoing major change processes. We will ensure clear understanding of some of the major pitfalls that may arise within the change process, and how these can be negotiated.

## Programme Outcomes:

On completion of the programme, participants will be able to:

- Understand different HRM and Strategic HRM initiatives
- Develop and improve key skills to design HR processes
- Learn the essentials of Performance Management
- Have the ability to deal confidently with Employment Law issues
- Understand the benefits of Talent Management
- Improve Employee Engagement
- Deal effectively with Change Management in your organisation

## Approach:

There will be a number of activities and case studies used as part of the course to ensure that skills are practiced and knowledge enhanced.

The programme is delivered by experienced Ibec Executives who provide members with advice, consultancy and training on a daily basis. Programme participants are encouraged to express their views and experiences. Real life case studies and exercises will be used to ensure a practical understanding of each topic.

**Contact:**

For further information, please contact  
Quelba Lima on  
(01) 605 1619 or at  
[quelba.lima@ibec.ie](mailto:quelba.lima@ibec.ie)

**Who Should Attend?**

Managers and those who are new to the role of HRM and who want to develop their personal skills in this area.

**Programme Schedule:****Day One**

- **Human Resource Management**
  - HR Balanced scorecard
  - HR measures and metrics
  - An applied approach
- **Strategic Human Resource Management**
  - Key Strategic themes
  - Action planning for your organisation or department
- **Performance Management**
  - Effective Performance Management Systems
  - Managing low and high performers
  - Getting the best from your team
- **Employment Law**
  - Contracts
  - Atypical workers
  - Protective leave
  - Organisation of working time
  - Employment Equality
  - Discipline and Dismissals
  - Applying the lessons from Case Law

**Day Two**

- **Industrial Relations**
  - Handling Grievances
  - Industrial Relations Institutions
- **Talent Management**
  - Recruitment and Selection
  - Learning and Development
  - Retention and Reward
  - Succession Planning / Management
- **Employee Engagement**
  - Mandatory v Discretionary performance
  - Key drivers of engagement
  - Practical approach
- **Change Management**
  - The change process
  - Transition management activities
  - Managing emotions and resistance to change
  - Action planning