

ADVANCED HUMAN RESOURCE MANAGEMENT- MASTER CLASS

"Mastering Strategic HR Practices for Organizational Excellence"

Schedule

Date	Venue	Fees (Face-to-Face)
16 - 18 Sep 2026	Kuala Lumpur, Malaysia	USD 2495 per delegate

► **Available delivery methods:** Face-to-Face & Online Training

Introduction

This 3-day master class in Advanced Human Resource Management is designed to provide HR professionals with advanced skills and knowledge to tackle complex HR challenges in today's dynamic work environment. Participants will delve into cutting-edge HR strategies, tools, and best practices to manage talent effectively, improve organizational performance, and foster employee engagement.

Through a blend of case studies, group exercises, and expert-led discussions, attendees will gain insights into the evolving role of HR in driving business success. The course also covers strategic workforce planning, performance management, leadership development, and advanced employee relations strategies.

Objectives

By the end of this course, participants will be able to:

- Develop and implement strategic HR initiatives aligned with organizational goals.
- Utilize advanced performance management techniques to drive employee productivity.
- Apply leadership development strategies to cultivate future organizational leaders.
- Understand the complexities of employee relations and implement effective solutions.
- Manage workforce planning and talent acquisition strategies to meet future business needs.
- Effectively analyze HR metrics and data to make informed decisions.

Why Attend

- Gain expertise in advanced HR strategies and best practices.
- Learn how to align HR practices with overall business goals and objectives.
- Enhance your leadership skills in managing HR functions.
- Improve your ability to drive performance and productivity within your organization.
- Stay up-to-date with the latest trends and innovations in HR management.
- Network with like-minded HR professionals and share insights.

Target Audience

This program is designed for:

- Senior HR professionals and managers responsible for strategic HR decision-making.
- HR directors and department heads looking to elevate their leadership capabilities.
- Talent management specialists, learning and development professionals, and employee relations experts.
- Organizational development consultants and business leaders interested in improving HR practices.
- HR professionals seeking to stay ahead of the latest trends and challenges in HR management.

Individual Benefits

Key competencies that will be developed include:

- Mastery of advanced HR management techniques.
- Stronger strategic thinking and decision-making abilities in HR.
- Enhanced skills in managing complex employee relations issues.
- Advanced knowledge in talent management, workforce planning, and employee engagement.
- Proficiency in using HR metrics and data for effective decision-making.
- Development of leadership capabilities for managing HR functions at an executive level.

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Improved HR strategy alignment with organizational objectives.
- Enhanced employee productivity, engagement, and retention.
- Stronger leadership pipelines and talent management capabilities.
- Reduced conflicts and improved employee relations.
- Better decision-making through data-driven HR insights.
- Increased organizational effectiveness and agility in addressing HR challenges.

Instructional Methodology

The course follows a blended learning approach combining theory with practice:

- Strategy Briefings - Introduction to advanced HR strategies and best practices in talent management.
- Case Studies - Real-world examples of successful HR initiatives and strategies.
- Workshops - Interactive sessions where participants will develop HR solutions and strategies.
- Peer Exchange - Group discussions on HR challenges and sharing best practices.
- Tools - Templates and resources for strategic HR planning, performance management, and workforce development.

Course Outline

Training Hours: 7:30 AM – 3:30 PM **Daily Format:** 3-4 Learning Modules | Coffee Breaks: 09:30 & 11:15 | Lunch Buffet: 01:00 – 02:00

Day 1: Strategic HR Management and Talent Acquisition

- Module 1: Introduction to Advanced HR Management (07:30 – 09:30) ● Overview of strategic HR management practices ● The role of HR in driving organizational success ● Key challenges and opportunities in HR today
- Module 2: Talent Acquisition and Workforce Planning (09:45 – 11:15) ● Developing a strategic talent acquisition plan ● Identifying key talent needs and building a workforce strategy ● Best practices in recruitment, selection, and onboarding
- Module 3: Workshop – Developing a Talent Acquisition Strategy (11:30 – 01:00) ● Hands-on session on creating a workforce planning and talent acquisition strategy ● Sharing ideas and strategies with peers
- Module 4: Leadership in HR (02:00 – 03:30) ● Developing HR leaders and fostering leadership skills in the organization ● Best practices in managing HR teams and driving change ● Aligning HR leadership with organizational goals

Day 2: Performance Management and Employee Relations

- Module 1: Advanced Performance Management (07:30 – 09:30) ● Setting performance expectations and measuring success ● Techniques for driving high performance and continuous improvement ● Utilizing performance reviews to drive organizational goals
- Module 2: Employee Relations and Conflict Management (09:45 – 11:15) ● Understanding and resolving employee relations issues ● Techniques for managing workplace conflict and fostering a positive work environment ● Legal and ethical considerations in employee relations
- Module 3: Workshop – Designing a Performance Management System (11:30 – 01:00) ● Interactive session on designing a performance management system ● Peer review of performance management practices
- Module 4: Organizational Culture and Employee Engagement (02:00 – 03:30) ● Building and maintaining a strong organizational culture ● Enhancing employee engagement and job satisfaction ● Strategies for improving retention and reducing turnover

Day 3: HR Analytics and Future Trends in HR Management

- Module 1: HR Analytics and Data-Driven Decision Making (07:30 – 09:30) ● Introduction to HR analytics and its role in decision-making ● Key HR metrics and how to track performance ● Using data to inform recruitment, retention, and employee development
- Module 2: The Future of HR – Trends and Innovations (09:45 – 11:15) ● Upcoming trends in HR technology and automation ● The impact of AI and machine learning on HR processes ● Preparing HR for the future of work
- Module 3: Workshop – Leveraging HR Analytics (11:30 – 01:00) ● Group exercise on analyzing HR data and making decisions based on insights ● Case study of HR analytics in action
- Module 4: Review and Certification (02:00 – 03:30) ● Final review and Q&A ● Course evaluation and feedback ● Certification ceremony

Certification

Participants will receive a Certificate of Completion in Advanced Human Resource Management, confirming their mastery of advanced HR strategies and leadership skills.

Why Choose MAWA Events

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Interested in running this course for your team?

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