

PROGRESSIVE HR POLICIES FOR FORWARD-THINKING EMPLOYERS

“Innovative Strategies to Shape the Future of Work and Workforce Well-being”

Schedule

Date	Venue	Fees (Face-to-Face)
01 - 02 Sep 2026	Doha, Qatar	USD 1995 per delegate

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

Introduction

The Progressive HR Policies for Forward-Thinking Employers course is designed to help HR leaders and managers rethink traditional policies and adopt innovative approaches that align with the evolving needs of today’s workforce. This program explores cutting-edge HR practices that drive employee engagement, inclusion, flexibility, and resilience in the modern workplace.

Through real-world case studies and collaborative workshops, participants will discover how to design and implement progressive policies that not only meet legal standards but also create a competitive advantage by positioning their organizations as employers of choice.

Objectives

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

- Understand the key drivers behind progressive HR policy design.
- Develop inclusive, flexible, and future-ready HR policies.
- Align HR strategies with organizational goals and workforce expectations.
- Identify best practices for diversity, equity, well-being, and hybrid work models.
- Implement policy changes effectively while managing resistance.

Why Attend

- Learn how to attract and retain top talent in a competitive market.
- Gain insights into global HR trends and innovations.
- Strengthen your organization's employee value proposition.
- Develop policies that improve employee engagement, performance, and retention.
- Network with forward-thinking HR professionals and share practical solutions.

Target Audience

This program is designed for:

- HR managers, HR directors, and HR business partners.
- Talent acquisition, employee relations, and compensation & benefits specialists.
- Organizational development and learning & development professionals.
- Senior managers responsible for HR strategy and policy implementation.
- Anyone involved in shaping workplace policies and employee experiences.

Individual Benefits

Key competencies that will be developed include:

- Advanced understanding of modern HR trends and policy innovations.
- Enhanced ability to design and roll out progressive HR frameworks.
- Skills in change management and stakeholder communication.
- Strengthened knowledge of compliance, inclusion, and employee well-being.
- Confidence in driving organizational transformation through HR initiatives.

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Improved alignment of HR policies with business objectives.
- Greater employee engagement and workplace satisfaction.
- Enhanced organizational reputation as an innovative, inclusive employer.
- Stronger capacity to navigate workforce changes and future disruptions.
- Sustainable HR practices that support long-term organizational success.

Instructional Methodology

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

- Strategy Briefings - Key trends shaping progressive HR policies and the future of work.
- Case Studies - Examples of successful HR innovations and their business impact.
- Workshops - Interactive exercises to redesign HR policies for flexibility and inclusion.
- Peer Exchange - Group discussions on challenges, ideas, and best practices.
- Tools - Templates and frameworks for HR policy design, assessment, and implementation.

Course Outline

Detailed 2-Day 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: Rethinking HR in the Modern Workplace

- Module 1: The Future of Work and HR’s Role (07:30 – 09:30)
 - Understanding the global trends reshaping work and workplaces.
 - The shift toward flexibility, inclusion, and well-being.
 - The HR leader’s role in driving organizational agility.
- Module 2: Designing Progressive HR Policies (09:30 – 11:30)
 - Core components of progressive HR frameworks.
 - Balancing compliance with innovation.
 - Aligning policies with employee expectations and organizational strategy.

Day 2: Implementing and Sustaining Change

- Module 3: Embedding Flexibility and Inclusion (07:30 – 09:30)
 - Best practices for hybrid work, flexible schedules, and remote teams.
 - Diversity, equity, and inclusion (DEI) strategies in policy design.
 - Supporting employee well-being and mental health.
- Module 4: Managing Change and Measuring Impact (09:30 – 11:30)
 - Communicating policy changes and engaging stakeholders.
 - Overcoming resistance and ensuring adoption.
 - Monitoring, evaluating, and improving HR initiatives.

Certification

Participants will receive a Certificate of Completion in Progressive HR Policy Design, validating their expertise in creating, implementing, and sustaining forward-thinking HR policies that shape the future of work.

Why Choose MAWA Events

- **Global Expertise:** More than 17 years of experience in professional training and consulting.
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