

University of Huddersfield – Effective Human Resources

Title of Proposed Programme	Strategies for Building Effective Human Resources
Programme Content	<p>All workshops accredited to level 5 Chartered Management Institute</p> <p>Workshop 1 Business strategy and human capital Articulating emergent strategy for the business Do you have the people to deliver the strategy? Fundamental ‘make or buy’ decisions</p> <p>Workshop 2 Forecasting human capital needs Identifying the human capital implications of business strategies Competence mapping and gap analysis Succession planning and human capital analytics</p> <p>Workshop 3 HR architecture Designing systems and processes that are fit for purpose Building employee engagement and commitment Context matters and employee groups differ</p> <p>Workshop 4 Developing and using competence at work Developing opportunities for learning at work Enabling employees to use the skills they have Stimulating demand for training and qualifications</p> <p>Workshop 5 Managing for performance Combining high performance with employee wellbeing Employee voice mechanisms and high involvement work Building employee retention strategies.</p> <p>This format will cover the elements listed in the specification, i.e.</p> <ul style="list-style-type: none"> • Applied HR • Human Resource Management • Resourcing talent • Employee retention • Employer branding • Performance management • Learning & development • Coaching and mentoring • Recruiting • Talent spotting, development and management.
Course delivery method	<p>The training can be delivered in a variety of locations (Employer premises; Training Provider premises; Third Party premises) according to enterprise needs and will be supported by Online learning</p> <p>Employer premises - for bespoke in company programmes.</p>

	<p>Training Provider premises – our mixed cohort programmes will be held in the prestigious 3M Buckley Innovation Centre (3MBIC) in Huddersfield in a dedicated training suite with leading edge AV technology and workshop spaces designed for interactive, creative group learning.</p>
Duration	<p>The course is designed for delivered in five one-day workshops over a period of five weeks</p>
What are the perceived business benefits of the proposed training and what are the outcomes for the business	<p>Opportunity to gain CMI level 5 status on completing the training.</p> <p>Action research and development that will bring tangible business benefits embedded in the learning.</p> <p>Targeted improvements in performance and employee outcomes including increased engagement and retention.</p> <p>Higher skilled and qualified leaders and managers, able to take better informed decisions and create a high performance culture which encourages innovation and attracts higher calibre staff to meet the skills needs of a knowledge-led business, especially in key skill shortages.</p>
Target group of participants/Who should attend	<p>Owners and managers of SMEs and family businesses, first line supervisors of qualifying enterprises.</p>
Is there opportunity for delivery to be flexible dependent upon the needs of individual learner/employer	<p>There is scope for flexibility around the needs of specific enterprises that should meet the needs of individual employees.</p>

<p>Title of Proposed Programme</p>	<p>Developing the Workplace We Need for Today and Tomorrow: A HR Perspective on Achieving SME Business Goals</p>
<p>Programme Content</p>	<p>The stapler in the jelly: workplace bullying (FM) Trying to define what is appropriate and inappropriate behaviour in the workplace can be difficult. Trying to understanding what bullying behaviour actually looks and feels like is also difficult. We have different tolerance levels and sometimes don't understand why another may be offended when we're not. And whose tolerance levels are the ones we have to work with? This interactive workshop looks to raise awareness promoting discussions on organisational culture, behaviours, policy and possible interventions.</p> <p>Neurodiversity at work (FM) Diversity is a word used frequently in today's society and workplaces as we as we become increasingly aware of the differences amongst us. But do we understand what neurodiversity means? Or what impact this has on our workplace? This workshop helps us to understand what neurodiversity means and what we need to do to create an appropriate work environment for us all. Recognising the value that a diverse workforce brings and taking appropriate positive actions to create the right kind of workplace will help you in your drive to be an employer of choice.</p> <p>Wellbeing in the workplace (FM) Our awareness levels of personal wellbeing have grown significantly in the last few years. In the past many of us may have felt that we had to carry on regardless, an attitude that our workplaces encouraged. With more enlightened and progressive views in the 21st century, however, our wellbeing has a higher profile as we recognise, both personally and organisationally, that we are able to contribute and achieve far more from a position of physical and mental health and comfort. As employers recognise this the impact on workplaces has been significant from the introduction of meditation techniques through to walking lunches and beyond. This workshop will encourage you to explore, both personally and organisationally, what you can do to improve your wellbeing.</p> <p>Employers are from Mars, young people are from Venus (FM) New graduates have expectations of being managers in 18 months whereas employers feel it's likely to take 5 years. This session explores the mismatched expectations of young people entering the world of work compared with those of their employers and asks what impact this has. Do organisations need to adapt and change and, if so, how? Or are young people having a positive and progressive impact on organisations that is, and should be, the way forward?</p>

Course delivery method	<p>Employer premises - for bespoke in company programmes. Training Provider premises – our mixed cohort programmes will be held in the prestigious 3M Buckley Innovation Centre (3MBIC) in Huddersfield in a dedicated training suite with leading edge AV technology and workshop spaces designed for interactive, creative group learning.</p>
Duration	<p>Sessions over half days for 4 or 8 weeks</p>
What are the perceived business benefits of the proposed training and what are the outcomes for the business	<p>These are a series of standalone sessions designed to act as pipeline development for further activity and to raise awareness and knowledge of specific hot topics affecting SMEs, many of whom may not have in-house HR capacity or functions. The benefits to businesses of this training are in the furtherance and achievement of:</p> <ul style="list-style-type: none"> • Business goals, aims and objectives • An up-to-date understanding of the changing labour market and how to use this to your advantage • Improved reputation; an employer of choice • Strengthening of local networks with the university and other Leeds City Region SME organisations. <p>Action research and development that will bring tangible business benefits embedded in the learning. A better understanding of the challenges facing the SME sector in terms of good people management, enhancing work and working lives.</p>
Target group of participants/Who should attend	<p>Owners and managers of SMEs and family businesses, first line supervisors of qualifying enterprises. HR professionals</p>
Is there opportunity for delivery to be flexible dependent upon the needs of individual learner/employer	<p>There is scope for flexibility around the needs of specific enterprises that should meet the needs of individual employees.</p>