



Consulting and Training | Reach New Heights

Course Name

Enterprise Full HR Management

Sector Name

HR Strategy and Training

Document Type

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Enterprise Full HR Management

Course Introduction

The Enterprise HR Management course provides professionals with the knowledge and strategic tools required to manage human resources effectively within large organizations. Modern enterprises rely on well-structured HR systems to support workforce development, improve employee engagement, and align human capital strategies with business goals.

This course focuses on strategic HR planning, HR operations management, talent development, workforce performance management, and organizational leadership. Participants will learn how to implement effective HR policies, manage employee lifecycle processes, and optimize HR systems that support business growth.

By mastering Enterprise HR Management, professionals can strengthen organizational performance, enhance workforce productivity, and ensure that HR strategies contribute to long-term business success. This course is ideal for HR managers, HR directors, business leaders, and professionals responsible for managing corporate human resources operations



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Target Audience

- ✓ HR Assistant
- ✓ HR Generalist
- ✓ Personnel Manager
- ✓ HR Director

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Learning Objectives

- ✓ Strategically align workforce planning with organizational goals.
- ✓ Implement effective organizational structures for adaptability.
- ✓ Manage organizational change smoothly and mitigate resistance.
- ✓ Align individual career aspirations with organizational needs
- ✓ Develop and evaluate impactful learning and development programs.
- ✓ Implement the latest human capital practices for organizational success.
- ✓ Collaborate to drive HR initiatives and organizational excellence.

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Course Outline

✓ **01 Day One**

Strategic Workforce Planning

Introduction to Workforce Planning

- ✓ Importance of workforce planning in business strategy.
- ✓ Aligning workforce requirements with organizational objectives.

Identifying Workforce Gaps and Needs

- ✓ Assessing current workforce capabilities.
- ✓ Tools for gap analysis.

Forecasting Future Talent Needs

- ✓ Methods for forecasting short-term and long-term talent requirements.
- ✓ Impact of technology and market shifts on workforce planning.

Workforce Analytics

- ✓ Utilizing data to drive workforce decisions.
- ✓ Key workforce metrics and analytics tools.
- ✓ Case Study: Strategic Workforce Planning in Action

- ✓ Real-life case study analysis and group discussion.

Workshop Activity:

- ✓ Develop a strategic workforce plan for an evolving organization.

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Course Outline

✓ 02 Day Two

Organizational Design

Introduction to Organizational Design

- ✓ Principles of organizational design.
- ✓ Types of organizational structures (hierarchical, flat, matrix, network).

Creating an Agile Organization

- ✓ Importance of agility in today's business environment.
- ✓ Designing structures that support innovation and adaptability.

Role of HR in Organizational Transformation

- ✓ HR's role in restructuring, mergers, and acquisitions.
- ✓ Managing the human side of organizational change.

Designing for Employee Engagement and Performance

- ✓ Creating a structure that promotes employee engagement.
- ✓ Aligning job roles with organizational strategy.

Case Study: Redesigning Organizational Structures

- ✓ Participants will analyze an organizational restructuring case study.

Workshop Activity:

- ✓ Redesign an organization structure to enhance performance and adaptability.

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Course Outline

✓ 03 Day Three

Change Management in HR

Introduction to Change Management

- ✓ Key concepts and models (ADKAR, Kotter's 8-step change model).
- ✓ The role of HR in facilitating organizational change.

Overcoming Resistance to Change

- ✓ Identifying and addressing sources of resistance.
- ✓ Strategies for effective communication and engagement.

Leading Organizational Change

- ✓ HR as a change leader: building change capability in teams.
- ✓ Change agents and stakeholder management.

Measuring the Impact of Change

- ✓ Tools and techniques for assessing change success.
- ✓ Continuous improvement and feedback mechanisms.

Case Study: Managing Change in a Large-Scale Transformation

- ✓ Group analysis of a real-life organizational change project.

Workshop Activity:

- ✓ Develop a change management plan for a major HR initiative.

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Course Outline

✓ **04 Day Four**

Career Planning and Talent Development

Introduction to Career Planning

- ✓ Understanding career paths, ladders, and lattices.
- ✓ Aligning individual career goals with organizational objectives.

Developing Talent and Leadership

- ✓ Succession planning and talent pipelines.
- ✓ Identifying high-potential employees and creating development plans.

Learning and Development Strategies

- ✓ Designing L&D programs that drive business results.
- ✓ Leveraging technology and e-learning platforms.

Building a Culture of Continuous Learning

- ✓ Fostering a learning and development culture across the organization.
- ✓ Role of HR in promoting lifelong learning.

Case Study: Talent Development in a Growing Organization

- ✓ Analysis of career planning and development initiatives in leading companies.

Workshop Activity:

- ✓ Design a career development framework for different levels of an organization.

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Course Outline

✓ 05 Day Five

Performance Management and Employee Engagement

Introduction to Performance Management

- ✓ Key components of effective performance management systems.
- ✓ Aligning performance with strategic goals.

Building an Engaging Employee Experience

- ✓ Creating an environment that fosters motivation and high performance.
- ✓ Using employee feedback to improve engagement.

Performance Reviews and Feedback Mechanisms

- ✓ Structuring effective performance reviews.
- ✓ Providing constructive feedback and coaching for development.

The Role of Technology in Performance Management

- ✓ Utilizing HR tech solutions for real-time performance tracking.
- ✓ Analytics-driven performance insights.

Case Study: High-Performance Cultures

- ✓ Examining organizations that have successfully integrated performance management with engagement strategies.

Workshop Activity:

- ✓ Develop an integrated performance management system that boosts engagement and productivity.

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
April 13, 2026	April 17, 2026	5 days	4250.00 \$	UAE , Dubai
Nov. 16, 2026	Nov. 20, 2026	5 days	4950.00 \$	Malaysia , Kuala Lumpur
Jan. 24, 2027	Jan. 28, 2027	5 days	4250.00 \$	KSA , Riyadh
Sept. 7, 2026	Sept. 11, 2026	5 days	4250.00 \$	UAE , Dubai

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