




Leadership Skills for HR Managers

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Meirc
Training & Consulting

Why Attend

In many organizations HR, as a function, is not invited to sit at the decision making table and participate in designing and implementing corporate strategies. The main reason behind this is top management's perception of HR as a lower value function compared to other functions in the organization, and its belief that HR professionals are not adequately equipped with the necessary skills and competencies to play that all important strategic role. In this course, you will learn how to develop and apply six modern HR strategic competencies that will allow you to lead the HR function as a modern HR professional, earn that seat at the decision making table and contribute to your organization's bottom line. In addition to the six modern competencies, the course will introduce the most modern tool in HR management, namely HR analytics and demonstrate how this tool can be applied to enhance your HR career.

Course Methodology

The course is designed as a workshop where participants first elaborate a SWOT analysis for the HR function at their own organization and then identify the various skills and competencies necessary to build and develop both their individual and departmental HR leadership, hence transforming themselves into value adding managers. The course will also use a mix of interactive techniques such as lecturettes, case studies and group discussions to cement understanding and provide examples of international best practices.

Course Objectives

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

- Develop techniques to link their internal HR processes and activities with outside expectations
- Explain the six contemporary HR competencies that define HR professionalism and that allow them to become value adding managers or professionals
- Apply the necessary tools to assess and improve each of the six competencies for HR leadership
- Defend modern HR analytical tools and use them later on in their organizations to generate business intelligence data and reports
- Generate HR intelligence that helps minimize the risk associated with human capital investments
- Create an effective HR department that delivers business results
- Generate appropriate business decisions

Target Audience

This course targets those HR managers and professionals who want to upgrade their HR leadership competencies and earn a seat at the decision making table. Typically, the course is tailored to meet the needs of HR professionals in the various HR functions who have more than five years of experience in HR management.

Target Competencies

In addition to the main six course competencies elaborated in the outline below, participants will be exposed to a variety of managerial competencies such as:

- Analytical thinking
- HR analytics
- Communication
- Leadership
- Forecasting
- Team building
- Decision making

Course Outline

- The HR business and outside expectations
 - Incorporating outside expectations into the HR business: focusing on the real business
 - The business of business
 - Business stakeholders and business strategies
 - Waves of HR evolution
 - Six paradoxes facing HR
 - Meeting the six paradoxes



- The human resource competency model
 - Observations about the competency approach
 - Evolution of the HR competency model
 - The 21st century HR competency model
 - HR competency domain factors
 - Strategic positioner
 - Credible activist
 - Capability builder
 - Change champion
 - HR innovator and integrator
 - Technology proponent
- A closer look at the six modern HR competencies
 - Strategic positioner
 - The meaning of strategic positioner
 - The building blocks of strategic positioner
 - The factors of strategic positioner
 - Credible activist
 - The meaning of credible activist
 - The factors of credible activist
 - Capability builder
 - The meaning of capability builder
 - The factors of capability builder
 - Change champion
 - The meaning of change champion
 - The 'STARME' principles of change sustainability
 - HR innovator and integrator
 - The meaning of HR innovator and integrator
 - The factors that make up the competency
 - Technology proponent
 - The factors of technology proponent
- Developing yourself
 - Own your own career
 - Learn about yourself
 - Assess your strengths and weaknesses
 - Create opportunities for growth
 - Conduct projects and experiments
- Building the effective HR department
 - Create an HR business plan
 - Align your HR organization with the business organization
 - Provide good HR analytics
- HR analytics
 - Managing tomorrow today
 - The meaning and importance of HR analytics
 - Five steps of analytics



Associations

HR Certification Institute (HRCI) : Meirc is an approved provider with the HR Certification Institute. Established in 1976, HRCI is an internationally certifying organization for the human resource profession and a global leader in developing rigorous exams to demonstrate mastery and real-world application of forward-thinking HR practices, policies and principles. Today, more than 120,000 professionals worldwide proudly maintain their HR Certification Institute's credentials as a mark of high professional distinction. By successfully completing any Meirc program which is approved by HRCI, participants will earn credit hours essential for maintaining professional distinction of PHR®, SPHR® or GPHR®.



Society for Human Resource Management (SHRM) : Meirc is recognized by the Society for Human Resources Management (SHRM) as a Recertification Provider. This recognition implies that participants who attend any of the SHRM approved programs delivered by Meirc Training & Consulting will earn a number of Professional Development Credits (PDCs) which will help them maintain their certification in SHRM-CP or SHRM-SCP.



Location & Date

6 - 10 Oct, 2019

English

Dubai

Hilton Dubai Al Habtoor City

Fees: US\$ (including coffee breaks and a buffet lunch daily)

Per participant - 2019

US\$ 4800

Fees + VAT as applicable

UAE Tax Registration Number 100239834300003



Courses in Human Resources and Training

Dates	Course Name	Language	Location	Fees
30 Jun - 4 Jul, 2019	The Certified HR Administrator	Arabic	Dubai	US\$ 5100
14 - 18 Jul, 2019	Certified Employee Relations Professional	English	Kuala Lumpur	US\$ 5100
14 - 18 Jul, 2019	Certified Human Resources Professional: From Traditional HR Role to Business Partner	English	Kuala Lumpur	US\$ 5100
21 - 25 Jul, 2019	Certified Compensation and Benefits Professional	English	Dubai	US\$ 5100
21 - 25 Jul, 2019	Certified Training and Development Professional	English	Barcelona	US\$ 5100
28 Jul - 1 Aug, 2019	Career Development and Succession Planning	Arabic	Dubai	US\$ 4800
28 Jul - 1 Aug, 2019	Certificate in HR Auditing	English	Dubai	US\$ 5100
28 Jul - 1 Aug, 2019	Employee Engagement: Strategy and Practices	Arabic	Dubai	US\$ 4800
4 - 8 Aug, 2019	Certified Recruitment Specialist	English	Dubai	US\$ 5100
18 - 22 Aug, 2019	Certified Human Resources Professional: From Traditional HR Role to Business Partner	English	Barcelona	US\$ 5100
18 - 22 Aug, 2019	Certified Training Manager	English	Dubai	US\$ 5100
25 - 29 Aug, 2019	Strategic Human Resources Management	English	Dubai	US\$ 4800
1 - 5 Sep, 2019	Career Development and Succession Planning	English	Dubai	US\$ 4800
4 - 6 Sep, 2019	HR Business Partner	English	Beirut	US\$ 3600
8 - 12 Sep, 2019	Certified Training and Development Professional	Arabic	Dubai	US\$ 5100
8 - 12 Sep, 2019	Human Resources Management	English	Dubai	US\$ 4800
8 - 12 Sep, 2019	Workforce Planning and Budgeting	Arabic	Dubai	US\$ 4800
15 - 19 Sep, 2019	Certified HR Assessor	English	Dubai	US\$ 5100
15 - 19 Sep, 2019	Certified Instructional Design Practitioner	English	Dubai	US\$ 5100
15 - 17 Sep, 2019	Labor Law Workshop: Practical Applications	English	Dubai	US\$ 3600
15 - 19 Sep, 2019	Professional Skills for Human Resources Management	English	Dubai	US\$ 4800
15 - 19 Sep, 2019	Identifying Training Needs and Evaluating Training	English	Dubai	US\$ 4800
22 - 26 Sep, 2019	Excel Skills for HR and Admin Professionals	English	Dubai	US\$ 4800
22 - 26 Sep, 2019	Performance Management: Setting Objectives and Conducting Appraisals	English	Dubai	US\$ 4800



Courses in Human Resources and Training

Dates	Course Name	Language	Location	Fees
22 - 26 Sep, 2019	Recruitment, Interviewing and Selection	English	Dubai	US\$ 4800
29 Sep - 3 Oct, 2019	Certificate in Human Capital Planning	English	Dubai	US\$ 5100
29 Sep - 3 Oct, 2019	Certified Human Resources Professional: From Traditional HR Role to Business Partner	English	Dubai	US\$ 5100
29 Sep - 3 Oct, 2019	Employee On-Boarding: Induction and Job Orientation Techniques	English	Dubai	US\$ 4800
6 - 10 Oct, 2019	Strategic Recruitment, Interviewing and Selection	English	Dubai	US\$ 4800
6 - 10 Oct, 2019	Train the Trainer: From Design to Delivery	English	Dubai	US\$ 4800
13 - 17 Oct, 2019	Certified Compensation and Benefits Professional	Arabic	Dubai	US\$ 5100
13 - 17 Oct, 2019	Certified Employee Relations Professional	English	Dubai	US\$ 5100
13 - 17 Oct, 2019	Certified Talent Management Professional	English	Dubai	US\$ 5100
13 - 17 Oct, 2019	Human Resources Management	English	Riyadh	US\$ 4800
20 - 24 Oct, 2019	Certificate in Competency Development and Implementation	English	Dubai	US\$ 5100
20 - 24 Oct, 2019	Certified Organization Development Professional	Arabic	Dubai	US\$ 5100
20 - 24 Oct, 2019	Human Resources KPIs: Benchmarking HR Performance	English	Dubai	US\$ 4800
27 - 31 Oct, 2019	Career Development and Succession Planning	Arabic	Dubai	US\$ 4800
27 - 31 Oct, 2019	Certified Training and Development Professional	English	Dubai	US\$ 5100
27 - 31 Oct, 2019	Writing HR Policies and Procedures	English	Dubai	US\$ 4800
3 - 7 Nov, 2019	Certified Human Resources Professional: From Traditional HR Role to Business Partner	Arabic	Dubai	US\$ 5100
3 - 7 Nov, 2019	Certified Recruitment Specialist	Arabic	Dubai	US\$ 5100
3 - 7 Nov, 2019	Managing and Coordinating Training	English	Dubai	US\$ 4800
10 - 14 Nov, 2019	Certificate in HR Auditing	Arabic	Dubai	US\$ 5100
10 - 14 Nov, 2019	Certified Talent Acquisition Professional	English	Dubai	US\$ 5100
10 - 14 Nov, 2019	Employee Engagement: Strategy and Practices	English	Dubai	US\$ 4800
10 - 14 Nov, 2019	Identifying Training Needs and Evaluating Training	Arabic	Dubai	US\$ 4800
10 - 14 Nov, 2019	Strategic Human Resources Management	Arabic	Dubai	US\$ 4800
10 - 14 Nov, 2019	Workforce Planning and Budgeting	English	Dubai	US\$ 4800



Courses in Human Resources and Training

Dates	Course Name	Language	Location	Fees
17 - 21 Nov, 2019	The Certified HR Administrator	English	Dubai	US\$ 5100
17 - 21 Nov, 2019	Compensation and Benefits	Arabic	Dubai	US\$ 4800
17 - 21 Nov, 2019	Employee Relations: Roles and Responsibilities	Arabic	Dubai	US\$ 4800
17 - 21 Nov, 2019	Job Analysis and Evaluation Workshop	English	Dubai	US\$ 4800
24 - 28 Nov, 2019	e-HR: Modern Trends and Applications	English	Dubai	US\$ 4800
24 - 28 Nov, 2019	HR Business Partner: Roles, Responsibilities and Competencies	Arabic	Dubai	US\$ 4800
24 - 28 Nov, 2019	Learning and Development: Tools and Strategies	English	Dubai	US\$ 4800
1 - 5 Dec, 2019	Certified Master Trainer	Arabic	Dubai	US\$ 5100
1 - 5 Dec, 2019	Recruitment, Interviewing and Selection	Arabic	Dubai	US\$ 4800
8 - 12 Dec, 2019	Certified Organization Development Professional	English	Dubai	US\$ 5100
8 - 12 Dec, 2019	Human Resources Management	Arabic	Dubai	US\$ 4800
15 - 19 Dec, 2019	Career Development and Succession Planning	English	Dubai	US\$ 4800
15 - 19 Dec, 2019	The Certified HR Administrator	Arabic	Dubai	US\$ 5100
15 - 19 Dec, 2019	Certified Recruitment Specialist	English	Dubai	US\$ 5100
15 - 19 Dec, 2019	Certified Training and Development Professional	Arabic	Dubai	US\$ 5100
22 - 26 Dec, 2019	Certified Compensation and Benefits Professional	English	Dubai	US\$ 5100
22 - 26 Dec, 2019	Certified Human Resources Professional: From Traditional HR Role to Business Partner	English	Dubai	US\$ 5100
29 Dec - 2 Jan, 2020	Human Resources Management	English	Dubai	US\$ 4800



Meirc Timeline

2018

Meirc celebrates its 60th anniversary

2015

Meirc relocates to its newly acquired HQ office in Bay Square, Business Bay, Dubai

2014

Meirc adds PLUS Specialty Training, a new division providing technical and industry-specific courses

2007

Meirc opens an office in Jeddah, Saudi Arabia

2004

Meirc opens an office in Abu Dhabi, UAE

1997

Meirc is the 1st training company in the region to have its own website

1991

Meirc becomes headquartered in Dubai, UAE

1988

Meirc celebrates its 30th anniversary with its advisory committee (Aramco, Bapco, KOC, QPC)

1967

Meirc builds its own office building in Beirut

1958

Meirc is founded in Beirut by the late Simon Siksek

