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HRM Skills for Challenging Times

INTRODUCTION

- The overall aim of this highly interactive HRM training course will help you to develop your approach, methods & skills to the new workplace design. It will also equip you with the latest HRM practices for managing remote working, pressure, stress and uncertainty.
- As well as learning from others in the course, you learn ideas based on the latest research on workplace stress, Work From Home (WFH) working and other factors facing the modern organisation in 2021.
- By applying the ideas and skills to the tasks and challenges you face in your work, you will begin to experience breakthroughs you never thought possible.

This training course will feature:

- Enhanced HRM Knowledge and Skills for Handling Increased Uncertainty, Pressure & Stress
- Enhancing Communication Skills in a Remote and Virtual Workforce
- Guiding Others on Leading with Confidence During Challenging Times
- Improving your HR Management support in Managing Crisis and Implementing New HR practices
- Developing Your Team to Handle Remote Working, Uncertainty, Pressure and Stress
- The workplace today is undergoing major changes. These changes are to the physical environment and work routines. The COVID-19 has created a challenging and demanding time for HRM professionals. HRM must now make changes proactive to secure the future well-being of the staff, managers and organization. This requires a revised understanding of Human Resource Management best practices in the time of COVID-19.

PROGRAMME OBJECTIVES

Participants will develop a range of competencies, including:

- Best practice in enabling HR policies and practices for managing stress and different working patterns
- Imaging the future for the HR professional: Recruitment, reviews, retention and remote working.
- How to support managers who are losing daily control of your staff
- Best practice in creating a 'wellness culture' in your organisation
- Know about stress and its effects on the body, mind and spirit; noticing the signals
- The Coronavirus reality: What is safe-working and what is not how to develop HRM policies to meet this challenge.

WHO SHOULD ATTEND?

- Individuals with HRM responsibility
- Individuals working as HR assistants, coaching or mentoring staff
- Individuals who have HRM leadership abilities
- Any person actively involved in interacting within a HRM department involved in supporting staff and managers.

TRAINING METHODOLOGY

- This training course is designed to be highly interactive, challenging and stimulating.   Delegates will learn by a combination of active participation using training course materials, case study review, discussion, syndicate group work, skills practice exercises, training videos and exploration of relevant best practice.
- It will be an interactive opportunity to sharing best practice, bringing a consistency and value driven approach to HRM In the time of COVID-19, giving participants the opportunity to learn or refresh the essential skills to build successful teams, driving an aspirational performance culture.

PROGRAMME SUMMARY

- This HRM Skills in Challenging Times is for today's HRM Leaders and Professionals. This training course will present the opportunity to examine and explore revised and redesigned People HR Management best practices. This will enable delegates to lead their staff in a more effective manner in 2021 and beyond. This training course also uses a highly practical approach to enable participants to focus on issues that impact most on themselves and their respective organisations.

PROGRAMME OUTLINE

The Managers New HR Responsibilities and Roles in 2021 and beyond

- The effect of the pandemic on working routines, organisation and the wider society
- How HR managers can lead the organisation to deal with challenges, change and rebuilding
- The impact of home working WFH for both managers and staff
- Enabling HR policies and practices for managing stress and different working patterns
- Imaging the future for the HR professional: Recruitment, reviews, retention and remote working.
- Will life ever go back to normal?

HR Management in a COVID-19 Work with Remote Team Working

- How mangers and supervisors must change their communication patterns
- Productivity, goal setting, motivation in the new post-COVID-19 world
- Supporting managers who are losing daily control of your staff
- Creating a 'wellness culture' in your organisation
- Technology tools and new ways of working for the future

HRM Leadership Skills for Handling Pressure an Stress

- Stress and its effects on the body, mind and spirit; noticing the signals
- The Coronavirus reality: What is safe-working and what is not.
- Implementing appraisals and performance reviews remotely
- Turning stressful challenges into opportunities using wellness tools
- Motivating yourself and others under pressure; the new psychology
- Create ways we can all improve our mental and physical health

Enhancing Communication Skills in Times of Remote Working and Increased Stress

- Passive and aggressive responses and their effect on stressed or WFH staff
- Assertive communication during stressful times
- Mental health issues; what are the signs, what can you do
- Giving and receiving criticisms in the work environment
- Using mentors and coaches to support staff
- Creative solutions in times of stress – empathy, positive evaluation and easing off

Developing & Training Others to Handle Pressure, Stress and Crisis

- Training and developing employees to handle stress and pressure
- Helping people to see the positive side of COVID-19-led change in the workplace
- Implementing creative problem-solving skills for your team when facing crisis
- Recognizing the symptoms of short term and long term effects of stress
- Training managers and staff on remote management and meetings.
- Developing a personal action plan

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