



Workshop on Advanced Human Resource Management

March 24 – 28, 2025, 1st Run: Lagos & Abuja

September 15 – 19, 2025, 2nd Run: Lagos & Port Harcourt

For Tutor -Led Class: 9am – 4:30pm

Workshop fee: N300, 000 per Participant

For online: Delivery via Zoom

Online course fee: N250, 000 per Participant

Available for In-plant Training

**700 US\$ for foreign
Participants**

Program Overview:

Our dynamic business environment more than ever before demands creative solutions from HR department to ensure the strategic harmony within the business is maintained. HR should be seen as having an important role to play rather than just an overhead cost. The challenge for how HR contributes to the business will demand a major rethink by HR managers and equally important is how to measure that contribution.

This 1-week Advanced Human Resources Management course is designed for HR practitioners in advanced management positions who participate in organizational planning and/or who want to become more relevant corporate level. The course focuses on changes in business and the demands on HR inputs and how HR strategy can be translated in meaningful action.

For whom:

This training course is designed for: Human Resources Directors, Senior Human Resources Managers, heads of Human Resource in both public and private sectors of the economy

Learning objectives:

At the end of the program, participants will be able to:

- develop HR Strategic Thinking and its place in business;
- design new HR framework and understand the resulting organization structural changes needed;
- drive corporate communication to initiate and lead organizational cultural changes;
- explore new motivational model(s) to re-energize the organization;
- use strategic models and implementation processes to deliver future based results;
- fine-tune existing appraisal systems to produce measurable improvements in performance and competency performance;
- use creativity to improve HR performance;
- design new approaches to pay and benefits; and
- explore knowledge management and the expanding role of emotional intelligence in tomorrow's organization.

Course outline:

Day 1: Business expectations / demands placed on Human Resources

- Traditional HRM & HRM strategy for 21st century: An Overview
- Successful Change Management.
- Impact of technology on future businesses – case study
- Need to change organizational structures
- How changing internal and external customer needs will affect all current HR concepts
- The New HR change model

Day 2: How strategy works – the models and implementation

Human Capital Associates Global Consult Ltd is Accredited by Nigeria Council for Management Development (NCMD)

Lagos: Human Capital Associates Global Consult Ltd: Acme House 2nd Floor, Ogba Industrial Scheme, Ogba, Ikeja – Lagos

Website: www.hcaglobalconsult.com; Email: info@hcaglobalconsult.com, hcaglobalconsult@gmail.com

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24/7 Lines: +234-8068933608 (WhatsApp), +234-8029170491 & +234-8145745664(WhatsApp) & +234-9112830607

- Strategic models – how they work – case studies
- Mission statements, measurement tools and monitoring progress
- Strategic models for use within the organization, and measurement
- Creativity and innovation in strategic thinking: exercises

Day 3: Translating strategy into action and examining changes in corporate culture

- How strategy is translated into business plans
- The use of modeling to produce plans that can be measured
- Creating HR quality plans –how to do it –practical exercises
- Delivering measurable HR business benefits

Day 4: Significant changes in how HR will function in the future

- Process re-engineering HR activities
- The three-tier model for HR –benefits to the business
- Managing and developing Human Capital
- Developing, measuring and employing competencies in Performance management
- Use of Corporate culture
 - how to develop a corporate culture template?
 - practical case study and exercise
- The changing function of recruitment, psychometric testing and Personality questionnaires

Day 5: Significant HR actions that can help improve the efficiency of the organization

- Understanding rightsizing the organization – an ongoing process
- How pay and conditions can dramatically improve productivity
- A new look at performance appraisal- ensuring year on year improvements in competency and performance
- How motivation can change measurable results
- Corporate communications- a new role for HR?
- Managing trends; knowledge management, home working, predictive forecasting
- Developing a personal action plan.

LOCATIONS

1 - HCA Learning Centre. Acme House 2nd Floor, 23, Acme Road, Ogba, Industrial Scheme, Ikeja, Lagos, Nigeria

2 - Pearls Learning Hub, Plot 756, Opposite Divine Hand of God Ministry, Area 1, Garki, Abuja.

3 – Pakiri Hotel Ltd, 4 Okwuruola Street, off Stadium Road, Port Harcourt, Rivers, Rivers

Open Course Fee: N300, 000
In-plant Fee Negotiable

WORKSHOP FEE:

N300, 000 per participant, VAT –N22, 500.
Note: this covers Workshop Fee, Tea/coffee break, Lunch, course materials and certificate of attendance.

Payment should be made into our Accounts:

Account Name:
Human Capital Associates Global Consult Ltd.
Union Bank of Nig. PLC: Account No: 0097961537
First Bank of Nig. PLC: Account No: 2033683960
Keystone Bank Ltd.: Account No: 1007150325

Enquiry/Booking, Contact: 234-8051365946, 234-7087578814
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Training Methodology

Lectures, discussions, exercises, and case studies will be used to reinforce these teaching/learning methods.

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