Training Course on Modernizing Human Resource Management

Professional Development Training Course Outline

Category	General Training	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today’s digital-first, rapidly evolving business landscape, Modernizing Human Resource Management (HRM) is not a choice—it is a necessity. Organizations must embrace next-generation HR practices that integrate AI-driven talent acquisition, employee experience platforms, and data-driven decision-making. Training Course on Modernizing Human Resource Management is designed to equip HR professionals, business leaders, and future-ready organizations with the tools and strategies necessary to navigate the complexities of digital HR transformation, remote workforce management, and automated performance analytics.

As HR continues to evolve beyond administrative functions into a strategic business partner, this program dives deep into innovative models such as agile HR frameworks, diversity and inclusion strategies, HR tech stack optimization, and predictive workforce planning. By modernizing HRM, companies can improve employee retention, boost engagement, and build sustainable workplace cultures in the era of hybrid work environments and generative AI.

Programme Curriculum

Training Course on Modernizing Human Resource Management

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Course Objectives:

1. Understand the impact of AI in Human Resources
2. Implement cloud-based HRIS platforms
3. Enhance employee engagement through experience design
4. Optimize talent acquisition with automation tools
5. Analyze workforce metrics using people analytics
6. Integrate HR technology ecosystems
7. Apply diversity, equity, and inclusion (DEI) strategies
8. Use predictive analytics for workforce planning
9. Improve retention with employee lifecycle management
10. Manage a remote and hybrid workforce
11. Incorporate agile performance management systems
12. Build a culture of continuous feedback
13. Develop future-ready leaders through digital learning systems

Target Audience

1. HR Professionals
2. HR Managers and Directors
3. Small Business Owners
4. Corporate Trainers
5. Recruitment Consultants
6. Organizational Development Specialists
7. Learning & Development Leaders
8. Entrepreneurs and Startups

Course Duration:

10 days

Course Modules:

Module 1: Introduction to Modern HRM

- Evolution of HR functions
- Key challenges in today’s HR
- Strategic vs. operational HR
- Digital disruption in HRM
- HR's role in business outcomes

Module 2: Digital Transformation in HR

- Importance of digital literacy
- Implementing HR technology
- The digital employee journey
- Change management essentials
- Overcoming digital resistance

Module 3: HR Analytics and People Metrics

- Introduction to people analytics
- Metrics that matter (KPIs)
- Real-time dashboards
- Predictive workforce trends
- Data privacy in HR

Module 4: AI and Automation in HR

- Tools for AI-driven recruiting
- Chatbots for employee service
- Resume screening automation
- AI in onboarding processes
- Future trends in HR AI

Module 5: Talent Acquisition Strategies

- Employer branding
- Automated sourcing tools
- Candidate experience
- Mobile recruiting trends
- Data-driven hiring decisions

Module 6: Employee Experience & Engagement

- Designing a positive work culture
- Experience platforms (EX)
- Surveys and sentiment analysis
- Recognition and reward systems
- Building emotional intelligence

Module 7: Diversity, Equity, and Inclusion (DEI)

- Unconscious bias training
- Building inclusive policies
- Measuring DEI success
- Inclusive leadership
- DEI tech and platforms

Module 8: Agile Performance Management

- Continuous feedback culture
- Goals and OKRs
- Real-time performance tracking
- 360-degree reviews
- Coaching vs. evaluations

Module 9: Cloud-Based HR Systems

- Overview of HRIS & HCM tools
- Integration with payroll and benefits
- Mobile-first HR platforms
- Security & compliance
- Vendor comparison matrix

Module 10: Remote and Hybrid Workforce Management

- Virtual collaboration tools
- Remote onboarding best practices
- Managing remote performance
- Communication protocols
- Cybersecurity for remote teams

Module 11: Leadership Development

- Identifying high potentials
- Digital leadership models
- E-learning and virtual training
- Succession planning
- Coaching and mentoring

Module 12: Workforce Planning & Forecasting

- Strategic workforce modeling
- Attrition forecasting
- Scenario planning
- Internal mobility tools
- Workforce capacity optimization

Module 13: Legal and Ethical Issues in HR

- Employment law basics

- HR compliance essentials
- Data ethics and privacy
- Ethical AI in HR decisions
- Preventing workplace discrimination

Module 14: Upskilling & Reskilling Strategies

- Learning needs analysis
- Microlearning platforms
- Personalized learning paths
- Gamification in L&D
- Measuring training ROI

Module 15: Building a Future-Ready HR Department

- Developing an HR innovation mindset
- Cross-functional HR teams
- Strategic HR partnerships
- HR transformation case studies
- Future roles in HR

Training Methodology

- Expert-led video lectures
- Real-world case studies
- Interactive live sessions
- Downloadable toolkits
- Capstone project with feedback

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
30 Nov 2026	11 Dec 2026	Online	$2,000
30 Nov 2026	11 Dec 2026	Physical	$3,000
30 Nov 2026	11 Dec 2026	Physical	$6,000
30 Nov 2026	11 Dec 2026	Physical	$6,000
30 Nov 2026	11 Dec 2026	Physical	$12,000
30 Nov 2026	11 Dec 2026	Physical	$9,000
30 Nov 2026	11 Dec 2026	Physical	$12,000
30 Nov 2026	11 Dec 2026	Physical	$12,000

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