MAGNA SKILLS DEVELOPMENT INSTITUTE

Capacity Building • Professional Training • Organisational Development

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Course Profile Document

Human Resources Management

Advanced Human Resources Management

Prepared as a professional course profile for delegate review, sponsorship approval and organisational training planning.

COURSE CODE	DELIVERY	DURATION	PREPARED FOR
MSD2561	**Online / Face-to-Face**	**Flexible**	**Organisation Approval**

Register for this Course

View Online Course Page

Course Overview

The Advanced Human Resources Development course offered by Magna Skills is tailored for HR professionals seeking to deepen their expertise in human resources management and development. This course delves into advanced concepts and practices in HR strategy, talent management, leadership development, organizational behavior, and employee engagement. Participants will gain the knowledge and skills necessary to drive strategic HR initiatives, foster a high-performance culture, and align HR practices with organizational goals.

Course Outcomes

- **Develop Strategic HR Leadership:**
  - Understand the role of HR in organizational strategy.
  - Learn to align HR practices with business objectives.
- **Master Talent Management and Succession Planning:**
  - Gain insights into advanced talent acquisition and retention strategies.
  - Learn to develop effective succession plans for key positions.
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Enhance Leadership and Organizational Development:

- Understand the principles of leadership development.
- Learn techniques for fostering leadership at all levels of the organization.

- **Optimize Employee Engagement and Performance:**
  - Develop strategies to enhance employee engagement and productivity.
  - Learn advanced performance management and appraisal techniques.
- **Implement Change Management and Organizational Behavior Strategies:**
  - Understand the dynamics of organizational change and behavior.
  - Learn to manage and lead organizational change effectively.

Course Outline / Curriculum

Module 1: Strategic HR Leadership

- The role of HR in strategic planning
- Aligning HR with organizational goals
- Building a strategic HR function

Module 2: Advanced Talent Management

- Talent acquisition and retention strategies
- Workforce planning and development
- Succession planning for critical roles

Module 3: Leadership Development

- Principles of effective leadership
- Developing leadership competencies
- Coaching and mentoring for leadership growth

Module 4: Employee Engagement and Performance

- Strategies to enhance employee engagement
- Advanced performance management techniques
- Designing effective performance appraisal systems

Module 5: Organizational Development and Behavior

- Understanding organizational culture and behavior
- Techniques for organizational development
- Leading and managing organizational change

Module 6: Learning and Development (L&D) Strategies

- Designing effective L&D programs
- Training needs analysis and evaluation
- Implementing and measuring L&D impact

Module 7: HR Metrics and Analytics

- Key HR metrics and performance indicators
- Using HR analytics to drive decision-making
- Measuring HR effectiveness and ROI

Module 8: Diversity and Inclusion in the Workplace

- Importance of diversity and inclusion
- Developing and implementing D&I initiatives
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Measuring the impact of D&I programs

Module 9: Legal and Ethical Considerations in HR

- Advanced understanding of labor laws and regulations
- Ensuring legal compliance in HR practices
- Ethical issues and dilemmas in HR management

Module 10: Case Studies and Practical Applications

- Analysis of advanced HR development case studies
- Practical exercises and role-playing scenarios
- Group discussions and feedback sessions

Who Can Attend:

- Senior HR professionals and practitioners
- HR managers and directors
- Organizational development specialists
- Business leaders and executives
- Talent management professionals
- Anyone looking to advance their HR expertise

Summary: The Advanced Human Resources Development course is designed to equip HR professionals with the advanced knowledge and skills required to lead strategic HR initiatives and drive organizational success. Through a comprehensive curriculum that includes strategic HR leadership, talent management, leadership development, employee engagement, and change management, participants will be prepared to tackle complex HR challenges and foster a high-performance culture. This course is ideal for senior HR practitioners and business leaders aiming to enhance their HR capabilities and align HR practices with strategic business goals

Target Audience

- Directors
- Human Resource Managers and Officers
- Staff Welfare Officers
- Employee Development Officers
- Training Officers
- Administrative Officers
- Departmental heads
- Training and HR Officers

Key Course Benefits

Work-Ready Skills

Delegates leave with practical tools, templates and methods they can apply immediately at work.

Better Institutional Results

The programme supports stronger planning, reporting, compliance, accountability and service delivery.

Sponsor-Friendly

This document is designed to help supervisors, HR units and sponsors approve delegate participation quickly.

Professional Recognition

Delegates receive training documentation and a certificate of completion after successful participation.

Our Training Centres & Delivery Options

Magna Skills offers flexible delivery through face-to-face training centres across Africa and beyond, plus Online / E-Learning for delegates who prefer remote participation.

Southern Africa

Practical training destinations with strong travel access and delegate support.

- Pretoria, South Africa
- Vic Falls, Zimbabwe
- Livingstone, Zambia

East Africa

Popular regional centres for government, NGO and donor-funded project teams.

- Kigali, Rwanda
- Kampala, Uganda
- Nairob
- Zanzibar, Tanzania

West Africa & Islands

Strategic locations for regional networking and executive capacity building.

- Accra, Ghana
- Port Louis, Mauritius

International Executive Venue

Premium destination training for senior teams and international delegates.

- Dubai, United Arab Emirates

Online / E-Learning

Attend from anywhere through live online, blended or self-paced learning options.

- Online, E-Learning
- Remote Teams
- Flexib

Organisation-Based Training

Magna Skills can also arrange dedicated in-house training for ministries, NGOs and companies.

- Onsite
- Custom Dates
- Group Training

Ready to Nominate Delegates?

Use the links below to register, review the live course page or contact Magna Skills for organisation-based training support.

Register / Apply Online | **View Full Course Page**

About Magna Skills

Magna Skills Development Institute provides practical capacity building programmes for government departments, NGOs, public institutions, donor-funded projects and private sector professionals across Africa. Our training approach combines expert facilitation, real workplace case studies, practical tools, post-training support and professional documentation that helps organisations strengthen staff performance and service delivery.

Government Training | NGO Capacity Building | Corporate Workshops | Online Learning | Face-to-Face Training | Certifica

Approval & Authorisation Form

This section may be completed by the organisation, department, HR office, finance office or sponsor approving delegate participation. It can be attached to an internal memo, procurement request or training approval submission.

Organisation / Department	
Delegate Name(s)	
Approved Course	Advanced Human Resources Management
Preferred Delivery Mode	☐ Online ☐ Face-to-Face ☐ Organisation-Based Training
Preferred Training Venue / Date	
Estimated Number of Delegates	
Budget / Vote Number	
Contact Person	
Email / Mobile	

Authorised Name _____ Signature / Stamp _____ Date _____