



A TWO-DAY INTENSIVE COURSE

Context

We now know, unequivocally so, that a global pandemic has reformed the reality of millions of us and redefined where and how work should be done. A careful look at the literature, social media, interactions by revered HR authorities and powerful institutions is mindboggling, while at the same time exciting for various disciplines, more so HR. There are no less than 40 existing and emerging HR trends that can no longer be ignored and among the many questions Chief Human Resource Officers (CHRO's) and other echelons of the HR hierarchy have probably posed to themselves include "where do we go from here?".

The 2020 World Competitiveness Report emphasises the need to revive and transform human capital and states that even several years before the pandemic, there was a general shortage of critical talent, coupled with skills disparities; and increasing mismatches between employee output; and recognition and rewarding of employees for their efforts. Enter the pandemic: the need to quickly embrace technology for surviving the pandemic, linked with the need to overcome these challenges amid income losses has become a melting pot!

Unless you have redefined your HR journey over the past year or so, you are probably operating with an outdated HR strategy as well as irrelevant HR policies. As the SABPP we concur with the view above by the World Economic Forum and we endorse one of its recommendations for recovery, namely, the revival and transformation human capital. In this regard we strongly believe that the starting point should be two-fold: Firstly, the Human Capital Department's HR strategy should be realigned to the relevant HR standard as well as the post-pandemic trends; and equally, HR policies must be revisited in line with the respective HR standards and realigned to the post-pandemic world of work.

To obtain maximum value from our two-day course on realigning the HR Strategy and HR policies to the relevant HR standards and the post-pandemic world of work, ideally, you have already attended the SABPP HR Standards Course (but not a prerequisite), and you now want to apply your knowledge and skills in at a higher and more complex level of HR strategy and policy development.

Attend this two-day good practice course walk away with 6 HR Policies.

Learning objectives

1. Learn how to draft compelling HR policies.
2. Be able to develop a Strategic HRM Plan; align your HR policies to HR Standards and post-pandemic workplace and walk away with 6 examples of good practice HR Policies for contextualisation to your company environment:
 - 2.1 Strategic HR Management Plan Template
 - 2.2 Talent Management Policy. and guideline for incorporating your organisation's human capital philosophy.
 - 2.3 HR Risk Management Policy and Risk Register Template.
 - 2.4 Learning & Development Policy.
 - 2.5 Performance Management Policy.
 - 2.6 Reward & Recognition Strategy and Policy
 - 2.7 Employee Wellness Strategy and Policy.
 - 2.8 Employee Relations Management Policy and guidelines as per the Standard including various current debates:
 - 2.8.1 Balancing human rights with right to manage.
 - 2.8.2 Post-pandemic collective agreements.
 - 2.8.3 Negotiate as "you go"; multiyear agreements; interim agreements?
 - 2.8.4 Directives by the Department of Employment and Labour.

There is an option for inhouse assistance to empower your HR professionals on HR policy development, including alignment to HR Standards and the changing world of work.

Workshop Overview

1. The 40 emerging post-pandemic HR trends and implications for HR Strategy and policies.
2. Drafting the Strategic HR plan and aligning it to the National HR Standard
3. Factoring in strategic post-pandemic trends in the Strategic HR plan
4. HR Policy Development Principles
 - 4.1 Competencies and outputs.
 - 4.2 Levels of Work in relation to policy development
 - 4.3 Driving factors
 - 4.4 Company Policy on policies including Delegations of Authority
 - 4.5 The risk of non-compliance with policies: South African cases in point.
5. Drafting and aligning HR Policies to HR standards and factoring in post-pandemic trends
 - 5.1 Talent Management Policy. and guideline for incorporating your company's human capital philosophy.

- 5.2 HR Risk Management Policy and Risk Register Template.
- 5.3 Learning & Development Policy.
- 5.4 Performance Management Policy.
- 5.5 Reward & Recognition Strategy and Policy
- 5.6 Employee Wellness Strategy and Policy.
- 5.7 Employee Relations Management Policy.

Target Population

- Chief HR Officers
- Senior Human Capital Managers
- Human Capital Specialists
- Senior HR Officers
- HR Business Partners
- Union Officials
- Full-time Shop Stewards
- Line Managers entrusted with HR Functions

Course Fee

- Members: R3 070-00 plus vat
- Non-members: R3 684-00 plus vat
- 14 CPD Points