XCELERATE TRAINING INSTITUTE
your learning & development partner

HUMAN RESOURCES MANAGEMENT (HRM)

Human Resource Development Training Course

DURATION	LANGUAGE	FORMAT
5 days	English	Classroom / Online

Upcoming dates

Dates	Venue	Format	Fee
8 – 12 Feb 2027	Live online	Online (live)	€1,200
15 – 19 Mar 2027	Istanbul	Classroom	€4,800
16 – 20 Aug 2027	Live online	Online (live)	€1,200

Register or ask a question

Online: x8ti.com/course/human-resource-development-training-course/

+491631686678 · info@x8ti.com

Human Resource Development Training Course

Introduction

Introduction

Human Resource Development is a function that supports employees to develop their skills, knowledge and abilities to perform better, yield progressive results and grow with the organization. It is a process of developing the workforce through training and development improving organizational effectiveness and performance.

The purpose of human resource development is to generate a superior workforce for the organization and to groom its employees to accomplish their goals and provide better customer satisfaction.

Human resource development can be formal and informal. An organization that understands the importance of human resource development and works around it effectively gains rapid growth.

This Xcelerate Human Resources Development training course provides a framework for new and seasoned HR professionals to cultivate an engaged workforce that leads to achieving the goals rapidly and multiplying the profits.

Learning Objectives

- Provide a framework for the employees within the organization to grow while on the job
- Give an extensive platform for Human Resources Development in the organization
- Generate a healthy culture for employees to share their views and feeling
- Create a policy to develop and hone the skills and knowledge of the employees to generate better results and grow with the organization
- Establish a process for employees to discover and develop their potential, to contribute their best
- Have innovative ideas to encourage and appreciate the employees and their efforts towards the organization’s growth
- To attract and retain the top talent
- Facilitate data and information for human resource development, manpower planning, career development and succession planning
- To develop effective coordination and communication within the organization
- Acquire a defined structure that generates productivity
- A process to invest time and best effort to hire the competent staff and develop their skills
- Set a benchmark by demonstrating social, ethical values and developments
- Identifying needs for improvement and promote diversity

Training Methodology

Xcelerate training institute has designed this training program on the Certificate in Human Resource Development and Training Course for individuals in Human Resource function in any organization.

This workshop is a very interactive session as participants from different cultures and industries participate in this training program and enlighten the group with their experiences and challenges.

Bespoke solutions can be curated for the specific learning requirements of the organizations. This program involves experiential learning methodologies and uses group discussions, case studies, and role-plays.

Benefits for Your Organization

- Would be able to provide internal management training to the employee in developing the strengths and ability to contribute to the organization
- Participants would be able to hone the capabilities of employees to perform various functions they are associated with or expected to perform in the future
- Learn to discover and develop employee potential resulting in better outcomes for the organization
- Would be able to help career development by aligning employees to the job requirement leading the organization in achieving goals
- Bring positive changes in work culture, procedures, and the organization's structure
- Build team spirit and coordination among various departments and foster loyalty and belonging
- Maintain a consistent and continuous level of growth and acquire a larger market
- Help reduce conflicts, build strong relationships, and motivation among the employees
- Effectively improve employee turnover and support employees with recognition and appreciation
- Design and develop an appropriate performance appraisal system for a fair assessment of performance, treatment and remuneration
- Enhance kinship, trust and respect within teams
- Equip employees for change, deal with resistance by proper counseling and guidance
- Develop problem - solving capabilities by encouraging creativity and innovation
- Optimally use resources for organizational effectiveness
- Instill a sense of pride and achievement in the employees by involving them in the decision-making process

Benefits for You

- Learn to utilize the capabilities of employees in contributing towards achieving personal and organizational goals
- Participants would be able to establish and develop better interpersonal relations leading to trusting and building confidence among the employees
- Learn to promote team spirit
- Help employees develop competencies and create a healthy and positive atmosphere
- Participants would be able to develop an organizational culture with good senior-subordinate relations, motivation, quality, and sense of belonging
- Play the role of bridge between employees and organization creating an environment of trust and respect
- Generate an effective and fair performance appraisal system for the employees
- Learn to give positive feedback to employees & management and communicate critical feedback confidently

- Hire and hone the skills of the newly hired employees by providing training, coaching, and mentoring their performance
- Learn the skills of problem-solving and generate acceptability towards change
- Encourage employee participation and creating a feeling of association with the organization

Target Audience

Individuals aspiring to flourish and contribute to the Human Resource Development space, Human Resources Professionals, Functional Managers, HR experts, Consultants, Independent consultants

Course Outline

Introduction – Human Resource Development

- What is Human resource development?
- Benefits of Human resource development
- Importance of Human resource development

Key Functions of Human Resource Development

- Strategic competency sourcing and acquisition
- Education oriented/ Non-monetary benefits for employees
- Performance measurement and management
- Learning and development programs
- Internal mobility and succession planning

Top Management's Role in Human Resource Development

- Develop corporate policy
- Develop management leadership
- Design appraisal system and action plan

Functions of Human Resource Development

- Designing and analyzing job
- Hiring and selecting the right fit for the organization
- Training and development
- Compensation and benefits
- Employee performance management

HRD Techniques and Methods

- Career development and succession planning
- Performance appraisal
- Organizational change and development
- Employee training and coaching
- Employee benefits and grievances
- Building communication policies
- Rewards and recognition

Human Resources Development & Competency Mapping

- Workforce skill analysis
- Job analysis
- Manpower planning: Demand and supply analysis
- Identifying gaps and providing solutions
- Assess and monitor performance

Human Resource Development Process

- Assessing internal and external skill potential
- Identifying training and development needs and objectives
- Identifying the tools and resources required for training and development
- Collaborate with stakeholders
- Engaging with agencies and bringing a brighter perspective to expand the horizon
- Design an effective process to monitor & review
- Revisit policies and make amends

Practices of Human Resource Development

- Introducing KPI's (Key Performance Indicators) to monitor and improve the metrics of training and development
- Focus on employee engagement to reduce attrition
- Aligning career progression to development
- Implement personalized and adaptive learning methodologies

Human Resource Development Challenges

- Defining Complications
- Identifying the cause of the issue
- Finding a solution to real problems
- Identifying the need and delivering appropriate training
- Overcoming executing concerns

FAQ's, Role-plays, Case studies, Discussions and Presentations

- Video-based Learning – Learn about best practices of some of the best companies that focus on Human Resource Development
- Get insights from industry leaders
- Discuss, debrief and present the takeaways from case studies based on corporate that focus on HRD efforts (Group activity)
- Identify 3 areas in your organization where Human Resource Development efforts can be invested (individual effort)

Copyright and intellectual property
This course, "Human Resource Development Training Course", is an original course by Xcelerate Training Institute. All materials, content and structure are the intellectual property of Xcelerate Training Institute. Reproduction, distribution or use of any part of this course without written consent is prohibited.

Registration Form

Human Resource Development Training Course

Preferred dates: ..... Venue or online: .....

Duration: 5 days Language: .....

Please complete and email this form to us, or register online. We confirm your place and send the invoice within one working day.

Delegate information

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

Official email: ..... Personal email: .....

Company information

Company name: .....

Address: .....

City / country: ..... VAT / tax number: .....

Person responsible for training & development

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

Email: .....

Payment

☐ Please invoice me ☐ Please invoice my company

Signature: ..... Date: .....

Call
+491631686678

Email this form
info@x8ti.com

Register online
Open the course page