

# Empowering HR for Organizational Growth and Engagement

Duration 1 Day

## COURSE OUTLINE

This training course is designed to address key challenges within organizations, including resistance to change, departmental silos, and issues in maintaining employee engagement and retention. By promoting a "growth mindset," the course prepares HR personnel with the necessary tools to adapt to market pressures and internal changes in order to foster a collaborative work culture and improved communication. Additionally, it enhances HR capabilities in implementing health programs and effective communication strategies which are crucial for increasing job satisfaction, reducing burnout, and improving overall organizational performance. Addressing these issues will effectively enhance HR personnel's ability to make significant improvements in employee loyalty and organizational health

## COURSE OBJECTIVE

- Develop a deep understanding of the growth mindset and its impact on organizational culture.
- Enhance skills in promoting teamwork within the workplace.
- Create processes to support employee well-being in the workplace.
- Develop communication skills to better engage as an HR partner.

## COURSE OUTCOME

- Gain knowledge and understanding to promote positive changes within the organization.
- Acquire tools to effectively foster collaboration.
- Obtain methodologies for increasing job satisfaction.
- Gain confidence and guidelines for effective communication to fully engage employees.

## COURSE OUTLINE

Time	Topic	Activities	Outcomes
09.00-10.30	Growth mindset	1. Importance and principles of the growth mindset in HR context 2. Techniques to foster a growth mindset in employees 3. Case studies and application in HR-related scenarios	1. Understand the concept of growth mindset in HR 2. Develop skills to foster a growth mindset in oneself and employees
10.30-10.45	Coffee break		
10.45-12.00	Collaboration	1. Benefits of collaboration 2. Tools and techniques for HR to foster collaboration with employees 3. Group activities to practice	1. Understand collaboration 2. Apply skills in organizational collaboration
12.00-13.00	Lunch break		
13.00-14.30	Well-being	1. Definition of Well-being 2. Processes to build Well-being 3. Examples and activities to power build	Process and prototype activities of Well-being

Time	Topic	Activities	Outcomes
14.30-14.45	Coffee break		
14.45-16.00	Communication	<ol style="list-style-type: none"> <li>1. HR's role in promoting collaboration through communication</li> <li>2. Communication techniques for effective work and employee engagement</li> <li>3. Practice in a group setting - Teams of three include a communicator, a receiver, and an observer <ul style="list-style-type: none"> <li>- Address three communication scenarios covering growth mindset, collaboration, and well-being</li> <li>- Listen to peers' perspectives</li> <li>- Receive feedback from the speaker for improvement</li> </ul> </li> </ol>	Acquire expertise and confidence in applying communication skills in HR contexts.

## LEARNING FORMAT

- 50% Theory, 50% Practice