

# Fundamentals of People Management

**Duration: 6 Days**

## Course Description:

In today's Volatile, Uncertain, Complex, and Ambiguous (VUCA) world, organizations rely on leadership at all levels to grow, compete, succeed, and deliver exceptional customer value. Line managers are the face of the company to its employees, and in today's rapidly changing business environment, their people management capability is crucial in keeping employees engaged and reassured, while ensuring that the organization's human capital strategies are aligned with business direction.

This program will help line managers understand and execute their role in the employee life cycle as people managers. By attending the program, they will be able to effectively coach team members, align human capital strategies with business strategies, and cultivate employee engagement and commitment to the organization's goals.

## Course Objectives:

The program aims to develop line managers into excellent people managers. At the end of the program, participants will:

- Understand the link between human capital strategies and business directions
- Gain knowledge necessary to effectively manage their team members through the employee life cycle
- Practice fundamental people management skills of coaching and providing feedback

## Target Audience:

- New and Experienced Line Managers who want to be more effective in their people management role
- HR Professionals who want to build the people management capability of their line managers

## Course Outlines:

### Day 1

- Link Between Human Capital Strategies and Business Strategy
- Human Capital Processes and the Line Manager

### Day 2

- Talent Acquisition
- The Role of the Line Manager in Talent Planning and Acquisition

### Day 3

- Talent Development Processes
- Motivation and Engagement
- Succession Planning

### Day 4

- Performance Management
- Coaching and Feedback

### Day 5

- Skills Practice on Coaching and Feedback
- Rewards and Compensation

### Day 6

- Basics of Labor Relations
- Skills Practice on Disciplinary Action

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