

Course : HR managers: integrating the new challenges of their role

Practical course - 2d - 14h00 - Ref. DRJ

Price : 1360 € E.T.

This training course will enable you to identify the strategic challenges of the HR function and understand how it is evolving. You'll learn how to implement a genuine HR policy, find and take your place in the company's chessboard, support change and deal with the complexities of the job.

Teaching objectives

At the end of the training, the participant will be able to:

- ✓ Implement an HR policy in line with corporate strategy
- ✓ Working with partners to promote commitment, social peace and corporate awareness
- ✓ Support relevant actions within the organization
- ✓ Anticipating and supporting developments and changes

Intended audience

All employees already in post or moving towards a position as HR manager or HR director.

Prerequisites

No special knowledge required.

Practical details

Hands-on work

Theoretical input, practical exercises, case studies and role-playing.

Course schedule

1 The HRD, the challenges of the function and its role

- The main challenges facing HRDs (economic and structural).
- Employees' perception of HR.

Hands-on work

Based on the challenges faced by an HRD, work in groups on the main tasks involved and their impact.

PARTICIPANTS

All employees already in post or moving towards a position as HR manager or HR director.

PREREQUISITES

No special knowledge required.

TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more. Participants also complete a placement test before and after the course to measure the skills they've developed.

2 HR policy as part of the company's overall development strategy

- Interaction with corporate strategy: HR and strategic issues.
- The added value of the HRD on a management committee.
- Define the company's core values and promote them in HR.
- Understanding sustainable development in HR policy.

Hands-on work

Analysis of your company's HR policy: strengths and areas for improvement.

3 The HRD: revealing and developing skills

- Negotiating a PPIM agreement.
- Distinguish between skills, potential, high potential and talent.
- Analyze current and future skills.
- Spread the learning culture throughout the company.
- Optimize follow-up of employee skills acquisition: objectives, feedback, evaluation...

Hands-on work

Workshop on skills mapping as an internal lever.

4 The HRD as an agent of change

- Managing resistance to change.
- Changing behaviors and habits.
- Work on inclusion and non-discrimination (seniors, generation Y...), returnchariot
- The challenges of change management for HRDs.
- The impact of change on management.
- Strategic and operational phases of change.

Hands-on work

Analysis of a change situation and proposals for action.

5 The HR manager as the driving force behind a managerial dynamic

- Put the employee at the heart of the working relationship.
- Building a common managerial base.
- Rely on local managers as HR relays.

Hands-on work

Development of a management charter and its operational implementation.

6 The HR Director promotes social dialogue and corporate communication

- Renew social negotiations, understand the stakes and communicate with social players.
- Measure the company's social climate.
- Improve the social climate. Set up friendly actions.
- Communicate internally and externally on HR policy.

Hands-on work

Role-playing on HR communication in a variety of complex situations.

TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at psh-accueil@orsys.fr to review your request and its feasibility.

Dates and locations

REMOTE CLASS

2026 : 4 June, 10 Sep.

PARIS LA DÉFENSE

2026 : 4 June, 10 Sep.