

Course Details	
<b>Course Title</b>	Leading Human Resources
<b>Course Methodology</b>	Case studies, group discussion, data gathering from participants, lecture
<b>Course Duration</b>	1.5 days
<b>Objectives</b>	<p>By the end of the course, the participants will have learned how to:</p> <ul style="list-style-type: none"> <li>• Discover their own and others Human Resources Leadership Styles</li> <li>• Work effectively with new employees who may come to the company with incongruent work expectations</li> <li>• Work effectively with disillusioned employees who are low on motivation and commitment to the organization</li> <li>• Support competent Human Resources who are low on self confidence and therefore reluctant to take initiative for fear of making a mistake</li> <li>• Delegate effectively to competent and committed Human Resources</li> </ul>
<b>Topics</b>	<p><b><u>Day 1</u></b></p> <ol style="list-style-type: none"> <li>1. Discover what Leadership Style you typically employ when working with Human Resources</li> <li>2. Test your Human Resources theories with team colleagues and practice leadership skills</li> <li>3. Learn what leading experts believe is the approach to use in specific situations to work effectively with Human Resources</li> <li>4. Compare your approach with the experts in working with Human Resources</li> </ol> <p><b><u>Day 2</u></b></p> <p>Understand the methods and models for working effectively with new employees, disillusioned workers, employees lacking in self confidence and peak performers.</p> <ol style="list-style-type: none"> <li>1. Orientation and the Pinch Theory</li> <li>2. Coaching takes time, dissolving the pinches</li> <li>3. Active listening and refusing to give advice</li> <li>4. Learning to trust in order to delegate</li> </ol>