

Human Resource Management for Healthcare Professionals

DAY 1

Strategic Human Resource Management

- Critical Success Factors for Strategic Planning and Management
- Strategic Planning and Management Process
- Systems Theory and Environmental Analysis Tools
- Defining Mission, Vision, and Values
- Aligning Budgets with Strategies
- Measuring Strategic Performance and Results

DAY 2

The Healthcare Profession

- Professionalization, licensing, and certifications
- Recruiting, engaging, and retaining Nurses and Physicians
- Recruiting, hiring, and retaining Pharmacists and Allied Health Professionals
- Healthcare Administration and how to effectively manage healthcare professionals
- Health Policy and Management
- The Changing Nature of Healthcare Professions

DAY 3

Structure of the HR Organization

- Role of Human Resources
- Developing an HR Service Culture
- HR's Internal and External Stakeholders
- The HR Organization
- Demonstrating the Value of Human Resources

DAY 4

Organizational Effectiveness and Development

- Organizational Development and Interventions

- Improving Organizational Performance
- Improving Team Performance
- Improving Individual Performance
- Workforce Management Planning and Strategies
- Talent Acquisition and Employee Engagement
- Learning and Development Activities

DAY 5

The Future of Human Resources in Healthcare

- The Employment Relationship Strategy
- Dispute Resolution
- HR Technology Management
- Technology Risks and Opportunities
- HR Risk Management
- Diversity, Inclusion and Corporate Social Responsibility
- HR Ethics