

HR Mastery Training Program

Training Overview:

This advanced HR program is designed for experienced HR professionals seeking to elevate their strategic and operational impact. Tailored for those with experience, the program focuses on practical, real-world application of modern HR practices. Through an intensive gamified learning approach, participants will compete, collaborate, and problem-solve in simulations that mirror current HR challenges, ensuring retention and immediate applicability in the workplace.

Training Objectives:

By the end of the program, participants will be able to:

1. Develop strategic HR plans aligned with organizational goals.
2. Implement innovative recruitment, onboarding, and talent management practices.
3. Navigate employment laws and manage compliance risks effectively.
4. Design and manage performance, compensation, and engagement systems.
5. Apply HR analytics and technology to drive data-informed decisions.
6. Resolve workplace conflicts and foster a healthy organizational culture.
7. Position HR as a strategic business partner in driving growth.

Training Duration:

5 days – 8 hours/day (40 total training hours)

Training Audience:

- HR Managers & Senior HR Executives
- HR Business Partners
- Talent Management Professionals
- Experienced HR Officers seeking strategic advancement

Training Gamification:

This program uses points, badges, and leaderboard system to maintain high engagement.

- Scenario Simulations: Real-life HR cases where teams act as decision-makers and are scored on effectiveness, innovation, and compliance.
- HR Escape Room: Teams solve HR puzzles and compliance challenges to “unlock” the next stage of the activity.

- Hackathons & Pitch Battles: Timed challenges where participants design HR strategies or solutions and present them to peers for scoring.
- Roleplay Arenas: Structured roleplay with hidden objectives to simulate negotiations, interviews, or conflict resolution.
- Continuous Scoring: All activities contribute to the team leaderboard, culminating in an awards ceremony.

Training Outline:

Day 1 – Strategic HR & Modern HR Role

- HR Roles, Responsibilities & Challenges in 2025
- Mastering Strategic HR Planning
- Current HR Trends and Global Best Practices
- **Activity:** *HR Mission Map* – Teams design an HR strategy for a fictional company (points for creativity & alignment)
- **Activity:** *Trend Hunt Challenge* – Teams race to match trends with business implications

Day 2 – Recruitment, Onboarding & Employment Law

- Advanced Recruitment Strategies
- Designing Effective Onboarding Programs
- Navigating Employment Laws and Practices
- **Activity:** *Talent Hunt Simulation* – Teams compete for best hires from a fictional candidate pool
- **Activity:** *Onboarding Design Hackathon* – Build a 7-day onboarding plan in 45 minutes
- **Activity:** *HR Law Speed Court* – Mock trial on a workplace dispute

Day 3 – Performance, Compensation & Engagement

- Designing Performance Management Systems
- Structuring Compensation & Benefits
- Enhancing Employee Engagement & Retention
- **Activity:** *Performance Gameboard* – Navigate employee scenarios choosing optimal interventions

- **Activity:** *Benefits Auction* – Bid on benefits packages with limited budgets
- **Activity:** *Engagement Lab* – Design and pitch an engagement campaign

Day 4 – Talent Management, Conflict & HR Tech

- Succession Planning and Talent Development
- Conflict and Stress Management in the Workplace
- Leveraging HR Analytics & HRIS
- **Activity:** *Succession Planning Escape Room* – Solve puzzles to identify future leaders
- **Activity:** *Conflict Resolution Arena* – Roleplay with hidden agendas
- **Activity:** *HR Tech Shark Tank* – Pitch HR tech solutions to a panel

Day 5 – HR as a Business Partner

- Industrial & Employee Relations Strategies
- Aligning HR Initiatives with Business Growth
- Measuring HR's Strategic Impact
- **Activity:** *The HR Boardroom Simulation* – Advise “the CEO” on a major HR crisis
- **Activity:** *HR Innovation Showdown* – Present a game-changing HR initiative for peer voting
- **Closing:** Final leaderboard reveal, awards, and personal HR action plan presentations