

## Succeed in the HR function: skills and posture



RH-29 2 Days (14 Hours)



### Description

Succeeding in the HR function requires using not only technical skills but also a set of specific soft skills and relational skills. Through this training, HR identifies the challenges and roles expected of the HR function to strengthen their credibility and effectiveness on a daily basis. This training allows you to develop your assertiveness and impact when taking up your position.

### Who is this training for ?

#### For whom

HR managers, HR managers, HR executives who wish to understand the expected role and adopt the right postures to succeed in the HR function.

#### Prerequisites

None.

### Training objectives

- Understand the roles and challenges of the HR function to convey the right messages.
- Take into account the expectations of your customers.
- Adapt your communication to your different customers to get your messages across and strengthen your impact.

### Training program

#### Comprendre les enjeux et les rôles attendus de la fonction RH

- Identify societal developments, identify the challenges for tomorrow and their impacts on HR management.
- Identify the key approaches of the HR function.
- Position your company on the axes and define progress plans.
- Identify the transversal skills required to succeed in the HR function.

#### Prendre en compte les attentes de ses clients

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- Identify the internal and external contacts of the HR function and identify their expectations to better respond to them.
- Use an interview guide to succeed in taking up your position.
- Adopt the right posture in different HR situations: interviews with managers, employees, social partners, general management...
- Diagnose your relationships with the different stakeholders.

### Communiquer et argumenter efficacement pour valoriser la contribution RH

- Identify the characteristics of argumentation.
- Know the errors to avoid.
- Increase your oral impact with the P.
- Gain assertiveness to be a force for proposals in a Management committee.
- Initiate an internal and external HR marketing approach.
- Practice communicating with different people ( employees, managers, etc.).

### Activité à distance

- Two e-learning modules "Adapt to each other to communicate better. Go. A" and "Adapt to others to communicate better. Go. B".