

HR: develop your position as a coach and advisor to managers



RH-34 2 Days (14 Hours)



Description

The digital revolution is profoundly transforming organizations and professions within companies and in particular, the HR profession. Indeed, technological acceleration with big data, artificial intelligence and predictive analysis, frees HR professions from repetitive, automatable tasks and refocuses them on human relationships and creativity. Their added value consists of advising and behavior takes precedence over business technique. This training allows HR managers to appropriate the methods and tools from coaching by getting involved relevantly in human situations while maintaining the right distance.

Who is this training for ?

For whom

Any HR manager, RRH, HR function expert, interacting with internal clients of the company.

Prerequisites

- This training requires being in an advisory position within the company and having acquired the fundamentals of management.

Training objectives

- Move from an HR expert posture to an HR coach posture.
- Use the tools from coaching.
- Identify your strengths and areas for progress.

Training program

Avant le présentiel

- A self-diagnosis.

Cerner en quoi la posture de coach est clé pour les métiers de DRH et RRH

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email We are at your disposal De Lun - Ven 09h00-18h00

- Understand the impact of the environment on HR missions: new generations and working methods, digital, technological acceleration and change...
- Identify the situations in which HR managers are faced by integrating the changing expectations of internal customers.
- Adapt your posture to your interlocutors and circumstances.

S'approprier les outils du coaching pour répondre aux attentes des clients

- Frame requests: RPBDC grid.
- Establish a clear contract and enforce the framework.
- Explain implicit expectations.
- Support employees in change.

Ajuster sa posture au contexte et aux interlocuteurs

- Develop active listening.
- Interact with the right distance.
- Develop a relationship of trust.
- Resolve delicate situations.

Se situer face aux outils de coaching pour progresser

- Carry out a self-diagnosis.
- Build your individual development plan.

Après le présentiel, mise en œuvre en situation de travail

- A reinforcement program: "One challenge per week for 7 weeks" and 2 training modules: "Practice active listening"; "Give positive and constructive feedback".