

## **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