

# aractech

Global Learning for Operational Leaders

HUMAN RESOURCES AND TRAINING | HRT-054

## Essential Skills for the Modern HR Practitioner

### Contact

+31 85 7444446  
info@aractech.com  
<https://aractech.eu>

### Address

Waarderweg 50, 2031PB Haarlem - Netherlands.

# Course content

## Why Attend

Modern HR professionals are expected to go beyond administration and play a strategic role in attracting talent, developing people, improving performance, and building positive workplace cultures. To succeed, HR practitioners need strong practical skills across recruitment, talent management, learning, employee engagement, and performance systems. This course provides participants with the essential tools and modern practices required to become effective and business-focused HR professionals.

## Course Methodology

• This course uses an interactive and practical approach through presentations, case studies, group discussions, HR simulations, role plays, practical exercises, and real workplace examples.

## Course Objectives

- Understand the strategic role of HR in modern organizations
- Improve recruitment and selection practices
- Apply talent management and retention strategies
- Design effective learning and development initiatives
- Strengthen performance management systems
- Improve employee motivation and recognition practices

## Target Audience

- HR Officers
- HR Generalists
- HR Managers
- Recruitment Specialists

# Course outline

## Detailed course outline

Day-by-day outline for Essential Skills for the Modern HR Practitioner.

### Day 1 - Foundations of Modern People Management

- Strategic value of people management in organizations
- Importance of attracting and selecting the right talent
- Writing effective job descriptions and role profiles
- Building competency-based selection criteria
- Using assessment centres in hiring decisions
- Modern screening and interviewing approaches

### Day 2 - Talent Management and Workforce Growth

- Connection between talent management and business productivity
- Strategies for attracting internal and external talent
- Effective onboarding and retention practices
- Employee engagement, motivation, and workplace climate
- Succession planning for business continuity
- Case study: Reviewing a talent pipeline and improvement areas

# Course outline

## Detailed course outline

Day-by-day outline for Essential Skills for the Modern HR Practitioner.

### Day 3 - Learning and Development Excellence

- Value and benefits of learning and development
- Creating impactful training and development programmes
- Linking L&D with career growth and progression
- Designing internal learning pathways and curricula
- Coaching and mentoring skills for managers
- Exercise: Build a learning solution for a workforce scenario

### Day 4 - Performance Management for Results

- Performance management cycle and core stages
- Setting objectives, KPIs, and standards
- Giving effective feedback and coaching conversations
- Managing poor performance constructively
- Performance management and disciplinary considerations
- Exercise: Role-play a performance review discussion

# Course outline

## Detailed course outline

Day-by-day outline for Essential Skills for the Modern HR Practitioner.

### Day 5 - Motivation, Recognition, and Culture

- Drivers of employee motivation and satisfaction
- Goal alignment to improve engagement
- Recognition methods that improve performance
- Building a positive and productive culture
- Exercise: Design a recognition plan for a multi-disciplinary team
- Course review and reflection on key lessons learned

# Seminar dates

## Available seminar dates

Live dates and pricing for Essential Skills for the Modern HR Practitioner generated from the course details page.

Date	Location	Format	Fee
1 - 5 June 2026	London	Classroom	€2,695
8 - 12 June 2026	Munich	Classroom	€2,975
15 - 19 June 2026	Amsterdam	Classroom	€2,940
6 - 10 July 2026	London	Classroom	€2,975
20 - 24 July 2026	Istanbul	Classroom	€2,695
3 - 7 August 2026	Kuala lumpur	Classroom	€1,575
10 - 14 August 2026	Amsterdam	Classroom	€2,940

### Live online option

Online delivery is available at €1,250.