

# ADVANCED HR BUSINESS PARTNERING & IR MASTERCLASS

Designed in conjunction with practicing, highly experienced people professionalism, this unique, interactive program is for professionals looking to increase their knowledge and skills in the development and implementation of business focused, value-driven HR solutions. To gain from, and contribute to this program fully, you should be in an HR related role.



## OVERVIEW

More than ever before, HR Professionals are expected to deliver pragmatic and measurable solutions that support and add greater value to the business. This course is designed to assist HR Business Partners aspiring to become more effective, increase knowledge and skills in the development and implementation of business focused, value-driven HR solutions.

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## WHO SHOULD ATTEND THIS COURSE?

HR Business Partners, HR Practitioners, Line Managers and Supervisors who wants to be more effective in handling partnering role and responsibility for workplace success.



- ✓ **Course Duration:**  
**2 Days**
- ✓ **Course Cost:**  
**N\$ 4,200.00 pp**
- ✓ **Course Level:**  
**HR Business Partners, HR Practitioners, & Line Managers**
- ✓ **Venue:**  
**Safari Court Hotel, Windhoek, Namibia**
- ✓ **Date:**  
**4-5 October 2022**





## MODULES COVERED

1. The Context for Employee & Industrial Relations
2. The Art of Unionism
3. The HR-Value-Chain for HR Business Partners
4. Effective Understanding of the HR Policy and Code of Conduct
5. Resolving and Managing Conflict
6. Managing Grievance and the Grievance Procedure
7. Workplace Mediation Techniques and Skills
8. Principles of Engagement
9. Understanding Mental Health in the Workplace

10. The Emotional Intelligence for Workplace Success
11. Focusing on HR Areas that Matter Most for Business

## LEARNING OUTCOMES

- Know how to focus on the HR areas that matter most and add great value to your business now and in the future
- Differentiate between HR Drivers and Dynamics behind the HR Value Chain
- Build effective relationships and increase your visibility within your organisation

### HR Business Partners, HR Practitioners, Line Managers and Supervisors Development Framework

Effecting Workplace, HR Policy and the Labour Act (Act No. 11 of 2007)

## NEVER MISS A WORKSHOP WITH THE VIBRANT JOHN KANGOWA

A Seasoned SHRM Practitioner who started his career in 2004 at Eskom South Africa as an HR Practitioner, and was responsible for the HR Value Chain. In 2005 he joined the High Court of the Western Cape as an Analyst for Forensic Investigation for White Collar Crimes and an associate of Skorpion. In 2007 he became HR Manager at age 25, and in 2008 joined NUST (Namibia University of Science and Technology) as an HR Lecturer focusing on Industrial Relations, Performance Management and Psychology. In 2009, concurrently he started assisting organizations within Namibia as an external consultant on, Strategic Plan Development, Disciplinary Inquiry, HR Policy Review & Formulation, Board- Leadership and Governance Training, Project Management Training, Performance Management and Negotiations on pre-litigation settlements of high profiled cases, which often involved difficult and complex matters.

### QUALIFICATION

- Master's Degree of Science: Leadership and Management (Namibia University of Science and Technology)
- Baccalaureate Degree (B-Tech): Human Resources Management (Cape Peninsula University of Technology - Cape Town)



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