

Building Strategic HR Business Partners

Diploma of Human Resource Management (BSB50607)

Investment: \$4,450 per participant (excl GST)

Commencement Date
July 2011



Location
Education Development Centre
Milner Street, Hindmarsh

About Locher Human Resources and our learning philosophy

Locher is well established in the accredited training market within South Australia, also delivering programs nationally for clients operating interstate. Locher focuses on designing and delivering high quality accredited training programs based on a solid foundation of developing and/or changing behaviours, skills and the capability level of participants undertaking training.

The Locher philosophy is to engage participants in learning that will enable them to transfer and embed new skills and knowledge personally and practically into their daily work and life activities and workplace.

Locher incorporates a range of resources and tools to enable participants to identify their individual learning areas of focus and personal strengths, take ownership and accountability for their personal development and assist them in the practical application of skills and knowledge gained throughout the program.

The Diploma of Human Resource Management Public Program promotes an environment where participants have the ability to network with other current or aspiring HR professionals. Public programs offered by Locher Human Resources do not compromise on quality. Consistent learning and assessment strategies, resources, tools and delivery methods remain the focus and framework for all programs delivered.

Who should complete this course?

Are you currently working in a HR role, or responsible for HR functions that might be amalgamated into another job role, looking to further your HR professional skills and/or consolidate your knowledge into an industry recognised qualification? If you answered YES to any of the scenarios and require assistance in developing quality skills and knowledge to assist you in carrying out your responsibilities, then sign up now! You will need to have some previous experience in HR operations or activities, or have management experience and are looking to specialise in HRM. You will however need the ability to be able to implement practical concepts gained throughout the program back into your workplace.

Core Units:

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|---|------------|
| - Manage Human Resource Systems | BSBHRM501A |
| - Manage Performance Management Systems | BSBHRM503A |
| - Manage Workforce Planning | BSBHRM504A |

Elective Units:

- | | |
|---|------------|
| - Manage Recruitment, Selection & Induction Processes | BSBHRM506A |
| - Manage People Performance | BSBMGT502B |
| - Manage Mediation Processes | BSBHRM510A |
| - Manage Separation or Termination | BSBHRM507A |
| - Manage Industrial Relations | BSBWRK509A |

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Personal Development Outcomes

- Official program launch outlining the program, key activities and deliverables to key program stakeholders (invitations are extended to the line manager of all program participants).
- Delivery of workshops in a professional and high quality learning environment.
- All participants will receive a copy of 'Managing Human Resource Systems 2e,' by Rod Jones text book. The text is referenced throughout the program.
- Personalised Hermann Brain Dominance Indicator Report® (HBDI) and de-brief session identifying key personal thinking style preferences and understanding those of others.
- Assistance with creating a Personal Development Plan based on the HBDI Assessment feedback.
- A personal coaching session delivered by a Locher coach to assist participants in identifying strategic opportunities and initiatives to transfer and embed learning back into their workplace.
- Online interactive forum for program participants to communicate and network with the facilitator/s and each other
- Internal Locher Human Resources support for program participants.
- Graduation Ceremony & Celebration

Business Development Outcomes

- Delivery of a nationally recognised qualification focusing on the key skills, knowledge and abilities required to partner with others in the business to provide strategic HR consulting and support services and assist the organisation in providing an inclusive 'people' culture.
- High quality, experienced and participant-focused facilitators delivering workshops that are contextualised to the industry and workplace of participants.
- Building People and Performance Capability - Project and Presentation incorporating the HBDI Assessment report and how the participant's individual thinking preference and style can be utilised to engage in effective HR consulting throughout the business.
- A variety of subject matter expert guest speakers will present at workshops providing participants with an insight into the practical application of the learning content in different industries and organisations. Guest speakers will be able to share their experience and knowledge with participants providing insight into a variety of different best practice industries and organisations where the skills have been integrated and embedded within the business.
- Access to additional case studies, activities and reading material via the online forum.
- Presentation by one of Locher's Senior Psychological Services Consultants on Psychometric assessment tools. The tools presented will provide insight into how they can assist in recruitment and selection processes, identifying personal and professional development opportunities of current employees and increasing an individual employee's understanding of their personal strengths, abilities and areas for development
- Strategic HR Project and Presentation focused on developing, implementing and evaluating a HR initiative which will provide a return to the business and increase the HR capability and support within the business

Learning and Assessment Methodology:

- Facilitator led discussions and case study examples
- Group-based discussions and networking with other participants in the workshop environment
- Learning and assessment activities provided in the text book
- Use of additional learning material and assessment activities
- Skills practice and assessment activities internal and external to the workshop environment
- Building People and Performance Project and Presentation
- Strategic HR Project and Presentation
- Personalised coaching session

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Recognition of Prior Learning (RPL)

RPL is available for all participants completing the Diploma of Human Resource Management program where the participant is able to demonstrate current competency in the elements and performance criteria outlined in the Unit of Competency for the qualification.

Where a participant is able to demonstrate current competency in the performance criteria outlined in a qualification's Unit of Competency, RPL is available.

The RPL application fee for each individual unit the participant is applying for is \$125.00 per unit. This is in addition to the quoted participant fee for the program.

If you would like to discuss your own personal situation and the process of applying for RPL, please contact the RTO Specialist at Locher Human Resources on 8201 1133.

Further Information:

For further information please do not hesitate to contact:

Nicole Selth

RTO Specialist

Locher Human Resources

Phone: 08 8201 1133

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