

# Human Resource Development in Companies: Competence and Competition through Skills Development

## International Human Capacity Development for Technical and Vocational Education and Training

Professional HR-Development in companies is an important strategic factor of success for sustainable growth. The outcome of products and services is very much depending on the steady skill development within lifelong learning strategies.

### LEARNING OUTCOMES

Enhancement of the professionalism of HR developers and training staff by strengthening the involvement of companies in in-company training work and work-based training. On completion of this program participants will be able to:

- Formulate strategies for in-company HRD and successfully manage initial and continuing training activities
- Have a deeper understanding of the instruments of HRD, above all practice- and action-oriented instruments for successful HRD management
- Participate in an international network of HRD professionals with objective of exchanging professional experience

### CONTENTS

- Human Resource Management  
Overview on HRM; Strategic HRM and HRD / Aligning HR and training initiatives with business goals; HRD as part of HRM: Training and development, career planning and development, performance appraisal
- Organisational Development  
Leadership and management; Change management; Knowledge Management; Equal opportunities / Gender mainstreaming / Diversity management; Total quality management; Team building
- Human Resource Development  
Methods of employee selection; Training in companies: Initial and continuing training and development; Labour market analysis at enterprise level; Management of training and development programs; HRD and training professionals; Economic aspects of training and development; Evaluation, transfer of learning

### HCD FORMATS

Our measures are designed and realized according to project requirements through different HCD formats. All HCD formats are building blocks that can be adapted to the respective social and working environment, needs, objectives and participant groups of the project. They ensure the sustainability of our HCD activities by combining knowledge transfer, practical learning, acquisition of key competencies, network building and transfer coaching.

### TARGET GROUPS

- Junior management staff from companies working in human resource management (HRM) and, in particular human resource development (HRD)
- Representatives from institutions in the business sector in question (employers' associations / professional associations / chambers, etc), from training providers and ministries

### ACCESS TO NETWORKS

- Field trips to HRD departments in Companies
- Visit of specific fairs, exhibitions, conferences, etc.
- Exchange of experience with Alumni
- International UNEVOC Network

### YOUR CONTACT

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