



London TDM

# Finance and Accounting

**Course Venue:** United Arab Emirates - Dubai

**Course Date:** From 10 May 2026 To 14 May 2026

**Course Place:** Downtown Dubai

**Course Fees:** 5,000 USD

## Introduction

This five-day professional course, "Managing HR in the Public Sector Environment," is designed to equip public sector HR professionals with the necessary tools and techniques tailored to the unique challenges of public administration. Participants will gain insights into efficient HR management practices, learn strategies to enhance employee engagement, and understand compliance with government regulations.

## Objectives

- Understand the unique challenges and dynamics of HR in the public sector.
- Enhance employee performance and development in governmental organizations.
- Ensure compliance with legal and regulatory requirements specific to the public sector.
- Develop strategic approaches for effective workforce planning and diversity management.
- Implement effective change management strategies to improve organizational performance.

## Course Outlines

### Day 1: Foundations of Public Sector HR Management

- Introduction to HR in the public sector: Key differences and similarities with the private sector.
- The role of HR professionals in public administration and governance.
- Understanding public sector organizational culture and its impact on HR practices.
- Ethical guidelines and professional standards in public sector HR management.
- Critical HR functions: Recruitment, selection, and retention strategies.

### Day 2: Employee Performance and Development

- Setting performance standards aligned with public service goals.
- Designing and implementing effective performance appraisal systems.
- Strategies for employee motivation and engagement in the public sector.
- Developing training and development programs customized for public entities.
- Succession planning: Preparing for leadership transitions in public agencies.

### Day 3: Legal and Regulatory Compliance

- Overview of employment laws and regulations affecting public sector HR.
- Handling labor relations and collective bargaining in government settings.
- Ensuring workplace diversity, equity, and inclusion in public organizations.
- Managing grievances and disciplinary procedures within legal frameworks.
- Best practices for documenting compliance and safeguarding against litigation.

### Day 4: Strategic Workforce Planning and Diversity Management

- Principles of strategic workforce planning in the public sector context.
- Data-driven decision-making for HR planning and forecasting.
- Diversity management: Policies and strategies for public institutions.
- Integrating technology and innovation in workforce management.
- Collaborative approaches to talent management and knowledge sharing.

## **Day 5: Change Management and Organizational Improvement**

- Understanding the dynamics of change in public sector organizations.
- Models and frameworks for effective change management.
- Communication strategies to support change initiatives.
- Building resilience and adaptability among public sector employees.
- Continuous improvement: Tools and techniques for sustaining organizational performance.