

HUMAN RESOURCES

USER GROUP

Adapt and energize Human Resources so it adds value to your people and your organization!

This user group is a focused training on the full spectrum of seeking and managing your most valuable asset, your people. Develop a peer network and sounding board to discuss new ideas, techniques, and current improvement opportunities.

OBJECTIVES

Gain understanding of new methods, approaches, and intersections of Human Resources functions and outputs including:

- internal culture,
- external brand,
- recruiting functions,
- employee relations and
- evaluations, and more.

Gain tools to promote dialogue at all levels within the participant's organization on how Human Resources adds value to the company in the 21st century.

Be able to identify the challenges facing HR professionals in various areas.

Share best practices to adapt and remain effective.

TARGETED PARTICIPANTS

Participants can be first time HR Professionals, experienced leaders, executives looking to change or reimagine their HR department, and anyone that might benefit from additional training and discussion. Anyone involved with the various functions of HR, or the management of an HR group, are appropriate members for this user group.

COMPANY REQUIREMENTS

Each participant shall attend all meetings and interact during group discussions and completed work projects as assigned. Meetings will be rotate between member companies' facilities and host companies shall provide a 30 minute tour of their facility to the group on the day they host.

At the first meeting, the User Group will create a code of conduct to be followed by the group at all meetings. This code will address trust, treatment of fellow User Group members, and an understanding of the MMTc organization and its NIST survey. Also at the first meeting, member companies are encouraged to bring one Mentor from their company to insure senior management's continued support to the User Group participants and related activities.

CURRICULUM

Meetings will occur monthly for 9 months. Each meeting shall last 2.5 hours.

1. Company Culture & Talent Brand
2. Recruiting – Hiring Manager Intake (be strategic)
3. Recruiting – Interviewing & Compensation
4. Co-Op & Internship Programs
5. Onboarding & New Hire Orientation
6. Evaluation & Performance Reviews and Employee Relations
7. Retention
8. Training and Development
9. Healthcare