



On-line Lecture Overview

"Role of Human Resources Management during and after COVID – 19 Pandemic"

SSR-I1-W-20

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Dates 27 October 2020

Venue RACVIAC facilities at the "Vitez Damir Martić" Military Barracks
Stari hrast 53, Rakitje, 10437 Bestovje, Zagreb, Republic of Croatia

Background Human Resources Management (HRM) with its core responsibility to support people and organizations has probably become an even more crucial function with COVID-19 situation. And even though the responsibilities of HRM professionals have not changed completely, priorities have shifted. After the initial shock of the COVID-19 crisis it has become obvious that the usual way of doing business cannot be continued. Since it is impossible to predict the consequences of the crisis that is not over – and we do not know when it will be, we need to prepare for a different world even though we are not really sure what it will look like. So today and going forward, people and organizations need HRM experts who will prioritize employee engagement by focusing on health and wellbeing of employees, communication, supporting people in dealing with uncertainty, accepting and embracing changes – both in the workplace and in everyday life, helping people build resilience both to better handle stress and frustrations and bounce back from the negative events as well as balance the remote work and gradual return to the workplace when and where needed and possible.

Purpose and Objectives This on-line lecture will be focused on the role of HRM professionals as the best strategic partner and support to our organizations in the process of adaptation to the new circumstances.

The objectives of on-line lecture are to examine the following questions of crucial importance for HRM function nowadays:

- How do we enable learning and agile organizations?
- How do we help our leaders lead with empathy and resolve?
- How do we help our employees cope with the changing and uncertain world around them?

Besides that, some ideas and best practices will be offered while participants will be encouraged to look for their own best practices, since many aspects of the current situation are different from any crisis and any change we have gone through before.

Participation The target audience is preferably middle and senior level HRM professionals working in any organization.

Methodology The Workshop is going to be executed in cooperation with the Human Resources Development Consulting Company “FLAME Consulting d.o.o.”, via the on-line platform “Cisco WebEx”.

The working language is English.

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