



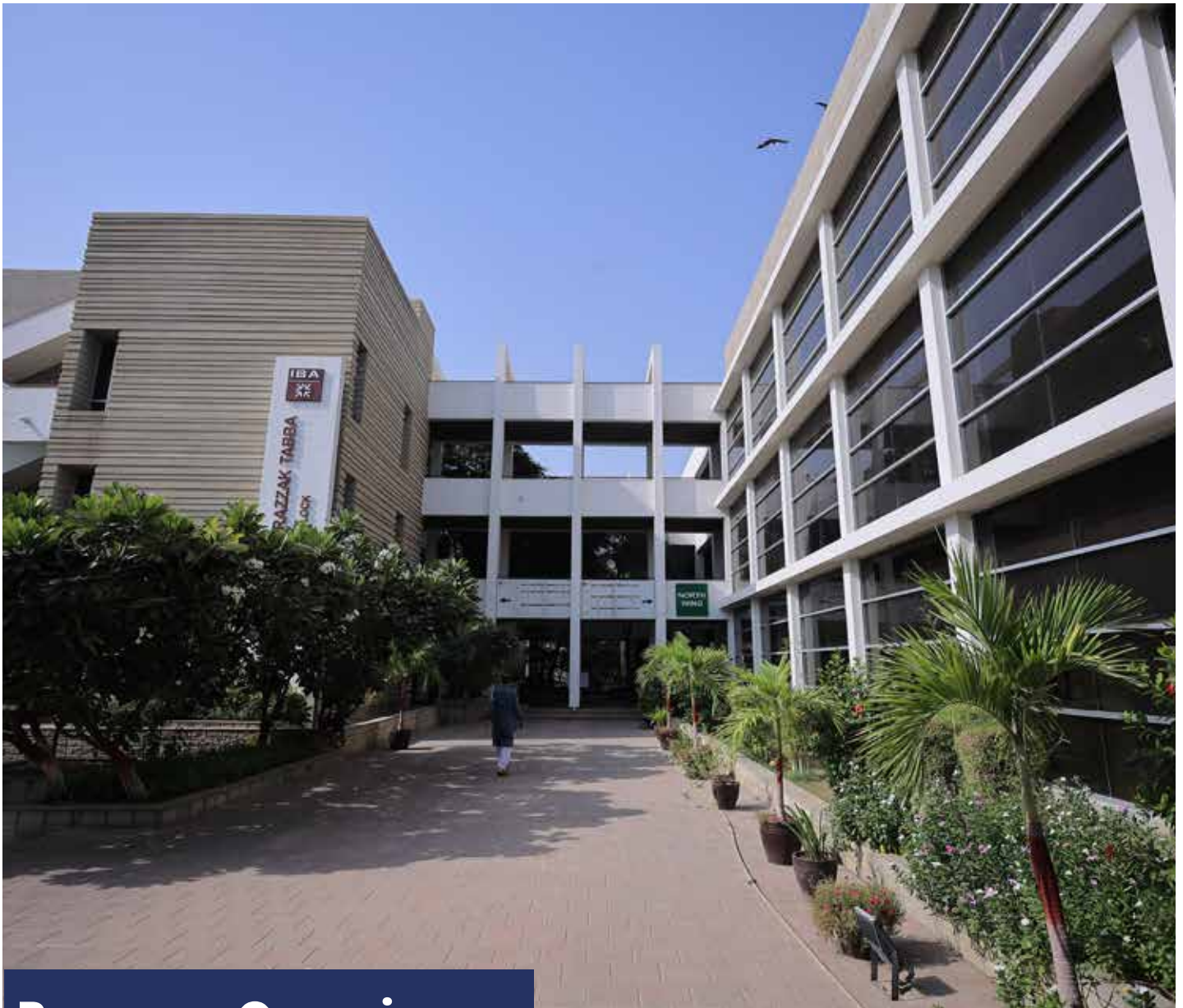
HR for Non-HR Professionals



August 18 – 19, 2025



City Campus, IBA Karachi



Program Overview

The Success of a Manager Lies in the Success of the Team

A line or functional manager achieves objectives by effectively managing people and teams. Hence, the essential role of a line manager is to master the critical people related processes used throughout the employee life cycle. In the changing business environment, an effective line manager takes the lead role in talent acquisition, on-boarding, performance management, employee development (including coaching & counseling), and total-reward initiatives. They work through these HR processes in acquiring, engaging, rewarding and developing talent and helping them to become high-performing teams. This program is designed for non-HR professionals, equipping them with the essential knowledge and skills required to effectively lead people within their functions and across the organization. It will enhance their critical people management skills and provide practical applications of key HR processes.

Course Outline

- Hiring – Developing – Performing – Engaging – Rewarding – Coaching
- Changing Roles of HR and Line Function
- Recruitment through Competency-Based Interviewing technique
- Objective Setting for Better Performance
- Understanding How We Learn – The 70:20:10 Development Model
- Coaching for Performance and Growth
- Translating Objectives into Measurable KPIs
- Empowering line managers to Make Compensation Decisions
- Changing Trends in Benefit Structures to Enhance Workforce Engagement
- HR and Line Manager Collaboration in Designing Incentive Pay Programs
- Adapting to Changing Norms to Engage Millennials





PROGRAM LEARNING OUTCOMES

- Gain insights into critical HR and people-related processes
- Enhance skills in leading and managing teams as people manager
- Enhance the ability to attract, retain and motivate talent
- Comprehend changing trends in compensation & benefit practices
- Effectively apply coaching and employee development models
- Learn to design incentive programs using global guidelines
- Become conversant with the changing norms in engaging newer generations
- Leverage non-monetary benefits to create added value
- Learn through short case-scenarios and shared experiences
- Build successful partnership with HR in “Optimizing People Outcome”

Trainers Profile



Dr. Nyla Ansari

Assistant Professor,
School of Business
Studies, IBA Karachi



Hussain Adenwala

HR Professional



Who Should Attend?

All Non-HR Professionals – currently line managers or are aspiring to take up people lead roles.

Fee Structure

PKR 90,000/- (plus 5% SST)



For Registration

**SCAN
HERE**

Contact Us



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