The HR Dept Training Academy

Managing People in Practice

Developing new and aspiring managers for success

When the same people problems keep reaching the business owner or managers, it may be time to build your managers' capability to deal with them.

Recurring absence. Underperformance. Difficult conversations. Conflict. Recruitment challenges. These issues take time away from running the business, particularly when managers lack the confidence to address them early.

Managing People in Practice is a six-module development programme that provides managers with the training and tools needed to deal with real workplace issues confidently, consistently and at the right level.



Who is it for?

- Existing managers
- Managers with people management responsibility
- Businesses who do not have in-house HR support
- Businesses with recurring or difficult people problems that are escalated to senior leaders/business owners

Why attend?

A manager does not need to become an HR professional, but they do need to know how to spot, address and document people issues before they escalate.

The programme moves beyond management theory and gives managers practical approaches they can use with their own teams.

Learn it. Apply it. Bring the experience back.

The six-module format gives managers time to put each stage of learning into practice before the next session.

The cohort also provides a supportive environment where delegates can discuss real management challenges, learn from one another and explore practical approaches with experienced HR professionals.

6 half-day modules over 6 months:

Module	Content
Team standards, culture and accountability	Standards, consistency, role modelling, behaviour, respectful culture and accountability without micromanagement.
Delegation, workload and accountability	Moving from doing to managing, delegating outcomes, matching work to capability, deadlines, check-ins and follow-up.
Recruitment, onboarding and probation	Manager role in recruitment, role fit, interviews, expectations, onboarding, probation reviews, early concerns and records.
Difficult conversations, feedback and conflict	Structuring conversations, clear feedback, pushback, de-escalation, informal resolution, repairing relationships and when to involve HR.
Performance, absence, mental health and complex cases	Early performance management, conduct/capability/health distinctions, absence, mental health, adjustments, accountability and occupational health.
Disciplinary, grievance and escalation	Manager responsibilities, investigation basics, documentation, fairness, consistency, victimisation risk and when to step back.

Course details

Clients: £1495 + VAT | Non-clients £1795 + VAT

London

Module 1 - 26th January 2027
Module 2 - 16th February 2027
Module 3 - 16th March 2027
Module 4 - 13th April 2027
Module 5 - 18th May 2027
Module 6 - 15th June 2027

Newbury

Module 1 - 27th January 2027
Module 2 - 17th February 2027
Module 3 - 17th March 2027
Module 4 - 14th April 2027
Module 5 - 19th May 2027
Module 6 - 16th June 2027

After the programme, managers will be better able to:

- Set clear standards and create accountability
- Delegate outcomes rather than simply tasks
- Recruit, onboard and manage probation more effectively
- Structure difficult conversations and give clearer feedback
- Address underperformance and absence earlier
- Respond appropriately to mental health and complex cases
- Understand their role in disciplinary and grievance situations
- Keep appropriate records and recognise when an issue needs HR support
- Adapt their communication and coaching style to different people using DISC

The HR Dept Training Academy pathway

The next step for managers who have the foundations and now need to handle real people challenges more confidently.

It takes managers beyond core management principles and develops their ability to deal with the situations that arise when managing people day to day.



The HR Dept Training Academy has been designed to provide new and experienced managers with a practical learning pathway that provides skills and tools needed to be successful in a every growing complex people management and employee relations landscape.

For more information, visit our website.

Book your place now

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