



REGROW HR Management Training course – implementation and results

Piret Potisepp, Estonian Chamber of Commerce and Industry



Izba Rzemieślnicza w Opolu



Wielkopolska Izba Rzemieślnicza
w Poznaniu

Today I'm covering:

1. HR-Management training course – what we did
2. HR-Management training course – what we learned
3. HR-Management training course – what we plan to do next and how you can benefit



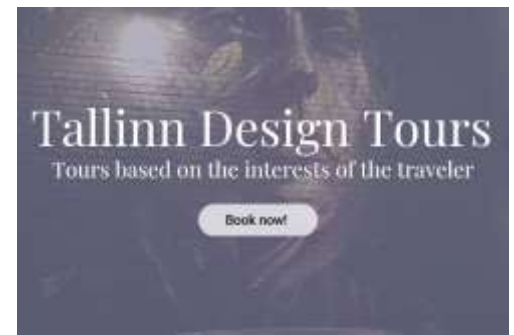
Who am i?



ESTONIAN
CHAMBER OF COMMERCE
AND INDUSTRY



**PROUD FOUNDER OF
WWW.DESIGNTOURS.EE**



HR-management training course

what we did

1. HR-Management training course – pilot 1 in spring 2022
2. HR-Management training course – pilot 2 in autumn 2022
3. HR-Management training course – mentoring pilot in Dec '22-Jan'23
– You'll here about it after coffee break

HR-management training course

overview of the agenda for ABC of HR management

1. DAY 1 & 2 in a class room
2. Based on topics heard, every participant chose a topic/theme for it's own company project, to be implemented in upcoming weeks
3. DAY 3 at a class room with a main focuson sharing the company based projects, it's outcomes and learning



Feedback from Participants

- Super insightful;
- Generation x, y, z- useful and makes so much more sense!
- Never heard of diversity topic covered so well;
- Lots of great trainers, very hard to pick one whom I liked the best;
- Onboarding and recruitment;
- Bonus systems- lots of new ideas.

MOST OF THE ONSITE PROJECTS FOCUSED ON:

Onboarding processes

Reflection of difficulties, effects and further steps

Self-reflection is the term used to describe a person's ability to **reflect on his or her own situation**. Reflections on external or internal observations can be seen as **opportunities for recognizing problems and starting points for change**. Self-reflection presupposes the ability for **differentiated self-observation and a certain distance to oneself**. (Stangl, 2022).

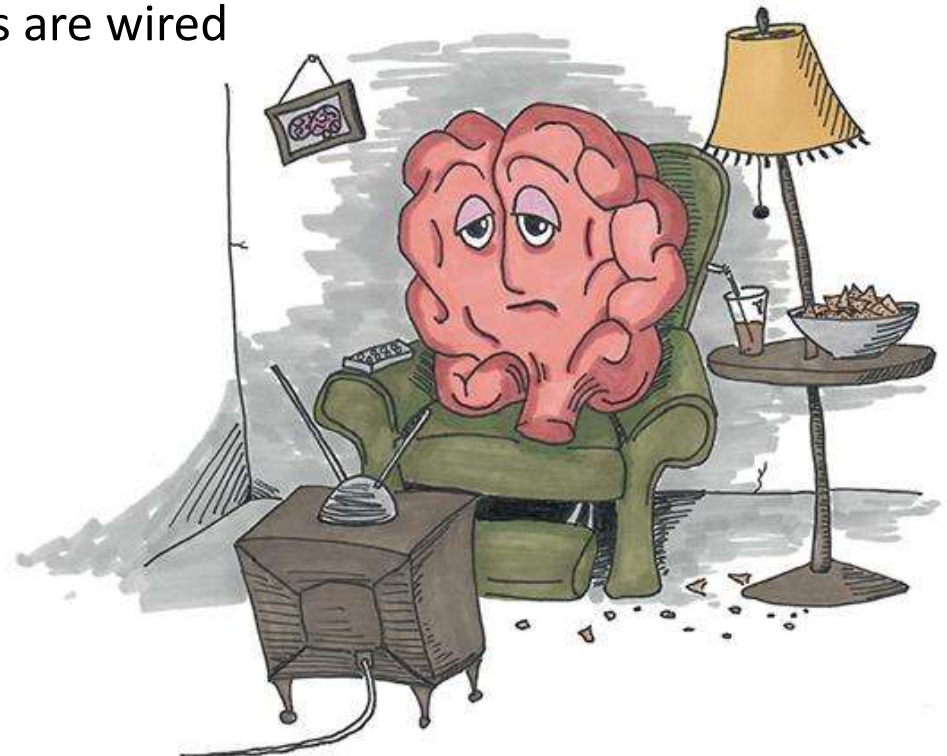


Self reflection is essential for inner growth and personal development

What did we learn from carrying out the pilots?

- **Lesson no 1:** You can't fight the human nature
- **Lesson no 2:** You can't fight the weather
- **Lesson no 3:** You can't ignore the burning topics

It all comes down to how our brains are wired
(*a hint- look at the picture*)



What we plan to do next and how YOU can benefit

- Pilot test in Tartu, spring 2023



QUESTIONS? CLARIFICATIONS?

Get in touch!

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