



**THE UNITED REPUBLIC OF TANZANIA
MINISTRY OF FINANCE & PLANNING
INSTITUTE OF ACCOUNTANCY ARUSHA**



SHORT COURSE ANNOUNCEMENT

**“MANAGING INSTITUTIONAL HUMAN RESOURCES AND
SUCCESSION PLAN DEVELOPMENT”**

The Institute of Accountancy Arusha will conduct **eight days** short course on the above subject from **September 25 to October 4, 2018** at the Institute of Accountancy Arusha- Njiro Hill.

1.0 COURSE OVERVIEW

In today's competitive business environment, Government and non-governmental organizations are increasingly making effort to build and retain quality employees. Executives are involved in the War for Talents that will allow the Institutions to create Institutional excellence and continuously improve its bottom line. This course will enable participants to know how to integrate all components of human resources system so as to attract, develop, appraise, retain the best people and develop a succession plan.

2.0 STATEMENT OF LEARNING OUTCOME

By the end of the program, participants will be able to:

- a) Understand an organization and Individual behaviors
- b) Apply key principles of Management and leadership in globalized world
- c) Apply new techniques to link Institutional success and effective Human resources management
- d) Explore contemporary issues in employment and labor relations in Tanzania.
- e) Develop Proactive talent management system
- f) Assess and evaluate employee's performance
- g) Identify, keep, develop and promote the best people
- h) Monitor and evaluate organizational projects
- i) Develop high trust work relationship
- j) Design a conflict management and resolution strategies
- k) Develop Succession plan to insure Institutional sustainability

