



aractech

Global Learning for Operational Leaders

HUMAN RESOURCES AND TRAINING | HRT-060

Writing HR Policies and Procedures

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Course content

Why Attend

Clear and well-written HR policies and procedures are essential for ensuring consistency, compliance, fairness, and efficient people management. Strong documentation helps organizations reduce risk, guide employee behavior, support managers, and improve HR service delivery. This course provides participants with practical tools to write effective HR policies, develop usable procedures, simplify language, and align documentation with digital HR systems.

Course Methodology

- This course uses an interactive and practical approach through presentations, writing workshops, case studies, group discussions, document reviews, practical exercises, and real workplace examples.

Course Objectives

- Understand the purpose and value of HR policies and procedures
- Differentiate between policies, procedures, and processes
- Develop compliant and practical HR policy documents
- Write clear procedures that support operational consistency
- Improve writing style, clarity, and professional language
- Use templates and formats effectively

Target Audience

- HR Professionals
- HR Managers
- HR Operations Staff
- Policy Writers

Course outline

Detailed course outline

Day-by-day outline for Writing HR Policies and Procedures.

Day 1 - Foundations of HR Policies and Procedures

- Purpose and importance of HR policies and procedures
- Characteristics of effective HR documentation
- Differences between policies, procedures, and processes
- Links between policy frameworks and daily operations
- Employment law, labor regulations, and compliance considerations
- Examples of effective HR documentation in practice

Day 2 - Developing HR Policies

- Step-by-step approach to creating HR policies
- Essential sections and structure of a policy document
- Identifying policy needs and priorities
- Using templates and standard formats effectively
- Key considerations when drafting HR policies
- Activity: Build a draft outline for a selected HR policy

Course outline

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Day-by-day outline for Writing HR Policies and Procedures.

Day 3 - Designing HR Procedures

- Creating standard operating procedures for HR activities
- Aligning procedures with approved policies
- Using flowcharts, diagrams, and tables for clarity
- Mapping employee and manager responsibilities
- Testing procedures for practicality and usability
- Activity: Draft procedures for a selected HR process

Day 4 - Writing Techniques for HR Documents

- Principles of objective and professional writing
- Structuring paragraphs, sentences, and content flow
- Using clear, positive, and specific language
- Simplifying complex wording and removing ambiguity
- Grammar essentials and active verb usage
- Activity: Edit and improve sample HR documents

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Day 5 - HRMS Integration and Continuous Improvement

- Introduction to HR Management Systems (HRMS)
- Linking policies and procedures with automated workflows
- Overview of platforms such as Oracle and SAP
- Best practices for implementation and communication
- Importance of regular reviews and version control
- Lessons learned and best practices for sustainable governance

Seminar dates

Available seminar dates

Live dates and pricing for Writing HR Policies and Procedures generated from the course details page.

Date	Location	Format	Fee
1 - 5 June 2026	Kuala Lumpur	Classroom	€1,575
8 - 12 June 2026	Amsterdam	Classroom	€2,975
15 - 19 June 2026	London	Classroom	€2,695
6 - 10 July 2026	Barcelona	Classroom	€2,975
20 - 24 July 2026	London	Classroom	€2,695
3 - 7 August 2026	Barcelona	Classroom	€2,975
10 - 14 August 2026	Istanbul	Classroom	€2,695

Live online option

Online delivery is available at €1,250.