

Human Resources Management in Nonprofit Organizations

Strengthen beneficiary relationships.
Improve programme participation.
Achieve sustainable outcomes.



Strong people management drives organisational success

People are at the heart of every nonprofit organisation. Effective programmes and services depend on motivated teams, clear roles and responsibilities, and a supportive organisational culture.

Nonprofit organisations often rely on both employees and volunteers to deliver their mission. Managing these teams effectively requires structured human resource practices that support recruitment, performance management, professional development, and team collaboration.

The **Human Resources Management in Nonprofit Organizations course** focuses on the core principles and practices required to manage human resources effectively in the nonprofit sector. Participants explore strategies for recruiting and developing talent, strengthening organisational culture, and supporting staff and volunteers to perform effectively.

Participants also learn how strong HR management practices contribute to organisational sustainability and improved service delivery.

Why Human Resource Management Matters

Without effective HR management frameworks, organisations often experience:

- Difficulty recruiting and retaining qualified staff and volunteers
- Limited staff development and performance management systems
- Weak organisational culture and team engagement
- Challenges aligning workforce performance with organisational goals

This course equips nonprofit leaders and managers with the knowledge and tools needed to build strong teams and create environments where employees and volunteers can contribute effectively to the organisation's mission.

Programme Overview

The course explores human resource management approaches tailored to the unique needs of nonprofit organisations. Participants explore how to:

- Recruit, select, and train employees and volunteers
- Apply performance management practices and support staff development
- Build a positive organisational culture that encourages teamwork
- Strengthen volunteer engagement and participation
- Align workforce management with organisational objectives

The result:

Stronger teams. Improved organisational culture. Greater nonprofit effectiveness.

What this programme prepares you to do

This course equips nonprofit leaders and managers with practical HR frameworks that support effective recruitment, staff development, and workforce engagement.

Participants develop the capability to manage both employees and volunteers effectively while building organisational cultures that encourage collaboration, performance, and long-term commitment to the organisation's mission.

What the Course Covers

- Recruiting, selecting, and training employees and volunteers
- Performance management and staff development
- Building a positive organisational culture and enhancing teamwork
- Volunteer management and engagement strategies

Flexible Delivery

- As standalone professional training
- As part of full nonprofit leadership and management pathways
- Online or Face to Face

Programme Details

Training Days

2 Days

Learning Hours

10 Hours

Level

Professional

Delivery Format

Instructor-led training

Instructor:

Delivered by subject-matter experts with experience in nonprofit human resource management and organisational development.

COCREATE TO ACTIVATE™

CoCreate to Activate™ is Maximus Academy's four-step method for building skills that last—not just in the classroom, but inside real organisations operating in fast-moving, high-demand sectors across the region.

Turning capability into national outcomes.



ASSESS

Understand the real operating world



DESIGN

Build training that fits the sector



DELIVER

Teach through Saudi SMEs and practitioners



SUSTAIN

Embed the change inside organisations

What this Ensures

- Skills that match global industry demands, not generic international templates.
- Immediate operational impact, because training is built around real sector challenges.
- Lasting organisational capability through the adoption of performance-driven tools and behaviours.

It is the difference between training individuals and equipping an entire workforce with the capabilities to perform, adapt, and deliver at scale.



Register for the course through the QR code

Maximus Academy provides professional training designed to strengthen the capabilities of organisations working across nonprofit and social impact sectors.

Our programmes support organisations in building strong teams, strengthening organisational culture, and improving the effectiveness of services delivered to communities.

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Training that fits your world