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HUMAN RESOURCES AND TRAINING | HRT-058

Leading Strategic HR Transformation

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Course content

Why Attend

Why Attend HR transformation is essential for organizations seeking greater agility, stronger workforce performance, and better alignment between people strategy and business goals. Modern HR leaders must redesign operating models, use analytics, improve service delivery, and lead change in a rapidly evolving workplace. This course provides participants with practical tools to build strategic HR functions, measure value, and lead successful transformation initiatives.

Course Methodology This course uses an interactive and practical approach through presentations, case studies, strategy workshops, group discussions, analytics exercises, transformation planning sessions, and real workplace examples.

Course Objectives

- Understand the principles of strategic HR transformation
- Align HR strategy with enterprise objectives and OKRs
- Apply modern HR operating models effectively
- Use strategic analysis tools for workforce decisions
- Measure HR performance and organizational impact
- Design improvement plans for HR maturity growth
- Respond to emerging workplace and technology trends
- Lead HR change initiatives with confidence

Target Audience

- HR Directors
- HR Managers
- HR Business Partners
- Talent Management Leaders



Course content

Target Audience

- Organizational Development Professionals
- Business Leaders overseeing HR functions
- Anyone leading HR transformation projects

Target Competencies

- Strategic HR Management
- Change Leadership
- HR Operating Models
- HR Analytics
- Workforce Planning
- Performance Measurement
- Strategic Thinking
- Transformation Management

Course outline

Day 1: Foundations of Strategic HR Practice

- Enterprise strategy and value creation from an HR perspective
- Modern Strategic HRM frameworks and operating principles
- Comparing HR operating models: HRBP, COE, and Shared Services
- Defining clear HR roles, governance, and accountability
- Building HR strategies linked to objectives and key results
- Positioning HR as a strategic business partner

Day 2: Turning Strategy into HR Operating Models



Course content

Course outline

- Translating business strategy into HR priorities and targets
- Creating clear HR vision statements and value propositions
- Using balanced scorecards and strategic HR metrics
- Building HR strategy maps that connect actions to outcomes
- Aligning HR services with organizational direction
- Strengthening customer-focused HR service delivery

Day 3: Strategic Analysis Tools for HR Decisions

- Using SWOT and PESTLE for HR planning
- Workforce risk assessments and people-related threats
- People analytics for forecasting workforce trends
- Predictive modelling and scenario planning in HR
- Benchmarking HR performance against market standards
- Measuring HR value and return on investment

Day 4: Evaluating and Improving the HR Function

- Digital dashboards for HR performance management
- Key indicators such as absenteeism and turnover
- Assessing HR contribution to organizational success
- HR maturity models and evaluation frameworks
- Identifying gaps and improvement priorities
- Designing action plans based on assessment findings

Day 5: Future Trends and Leading HR Transformation

- Global, demographic, and technology trends reshaping HR



Course content

Course outline

- Leadership's role in successful HR transformation
- New workforce collaboration models and team effectiveness
- Retention strategies for critical talent groups
- Future direction of HR in the changing world of work
- Key takeaways, course review, and action planning



Seminar dates

Available seminar dates

Live dates and pricing for Leading Strategic HR Transformation generated from the course details page.

Date	Location	Format	Fee
7 - 11 December 2026	Kuala lumpur - Malaysia	Classroom	**€1,800.-**
14 - 18 December 2026	Amsterdam - Netherlands	Classroom	**€3,400.-**
21 - 25 December 2026	London - U.K	Classroom	**€3,080.-**
4 - 8 January 2027	Barcelona - Spain	Classroom	**€3,080.-**
1 - 5 February 2027	London - U.K	Classroom	**€3,360.-**
1 - 5 March 2027	Barcelona - Spain	Classroom	**€3,080.-**
5 - 9 April 2027	Istanbul - Turkey	Classroom	**€2,280.-**
3 - 7 May 2027	Frankfurt - Germany	Classroom	**€2,600.-**
7 - 11 June 2027	Geneva - Switzerland	Classroom	**€4,200.-**
5 - 9 July 2027	Munich - Germany	Classroom	**€3,400.-**
2 - 6 August 2027	Amsterdam - Netherlands	Classroom	**€3,400.-**
6 - 10 September 2027	London - U.K	Classroom	**€3,360.-**
4 - 8 October 2027	Istanbul - Turkey	Classroom	**€2,280.-**
1 - 5 November 2027	Kuala lumpur - Malaysia	Classroom	**€1,800.-**
6 - 10 December 2027	Madrid - Spain	Classroom	**€3,400.-**

Live online option	Online delivery is available at €1,850.-.