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HUMAN RESOURCES AND TRAINING | HRT-032

Strategic Human Resources Management

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Course content

Why Attend

Organizations achieve sustainable growth when their people strategy is fully aligned with business objectives. Human Resources is no longer limited to administrative functions—it plays a critical role in shaping organizational performance, culture, and competitive advantage.

Strategic Human Resources Management focuses on integrating HR practices with long-term business strategy, ensuring that talent, leadership, and organizational capabilities support future growth and transformation.

This course is designed to help HR professionals and leaders move from operational HR to a strategic role, enabling them to contribute to business success through effective workforce planning, talent management, and organizational development initiatives.

Course Methodology

This programme combines strategic thinking with practical application:

- Real-world HR and business strategy case studies
- Interactive workshops and group discussions
- Scenario-based strategic planning exercises
- Practical frameworks and models for HR strategy
- Tools for aligning HR initiatives with business goals

Course Objectives

By the end of this programme, participants will be able to:

- Understand the principles of strategic HR management
- Align HR strategies with organizational objectives
- Develop effective workforce and talent strategies
- Support business growth through HR initiatives



Course content

Course Objectives

• Improve employee engagement and organizational performance

• Apply strategic thinking in HR decision-making

• Measure the impact of HR on business outcomes

Target Audience

This course is suitable for:

• HR Managers and HR Business Partners

• Senior HR Professionals

• Talent Management and OD Specialists

• Department Managers and Team Leaders

• Strategy and Planning Professionals

• Executives involved in people and organizational decisions

Target Competencies

Participants will develop competencies in:

• Strategic HR planning and alignment

• Talent management and workforce strategy

• Organizational development and culture building

• Performance management and employee engagement

• HR analytics and decision-making

• Leadership in HR transformation

• Change management and strategic execution



Course content

Course outline

Day 1: Foundations of Strategic HR Management

- Evolution of HR from operational to strategic role
- Role of HR in organizational success
- Understanding business strategy and alignment
- HR as a strategic business partner
- Key HR frameworks and models
- Linking people strategy to business outcomes

Day 2: Workforce Planning and Talent Strategy

- Strategic workforce planning concepts
- Talent acquisition and retention strategies
- Identifying critical roles and competencies
- Succession planning and leadership development
- Managing talent pipelines
- Case study: workforce strategy development

Day 3: Organizational Development and Culture

- Building high-performance organizational cultures
- Employee engagement strategies
- Organizational structure and design
- Change management principles
- Leadership and capability development
- Practical exercise: culture transformation planning

Day 4: Performance Management and HR Analytics



Course content

Course outline

- Designing performance management systems
- Aligning KPIs with business objectives
- HR metrics and analytics for decision-making
- Using data to drive HR strategies
- Measuring HR effectiveness and impact
- Case study: performance improvement strategy

Day 5: Implementing HR Strategy and Driving Change

- Translating strategy into actionable HR plans
- Managing organizational change initiatives
- Stakeholder engagement and communication
- Overcoming resistance to change
- Continuous improvement in HR practices
- Final case study and strategic action planning



Seminar dates

Available seminar dates

Live dates and pricing for Strategic Human Resources Management generated from the course details page.

Date	Location	Format	Fee
7 - 11 December 2026	Munich - Germany	Classroom	**€2,760.-**
21 - 25 December 2026	Kuala lumpur - Malaysia	Classroom	**€1,800.-**
11 - 15 January 2027	Amsterdam - Netherlands	Classroom	**€3,400.-**
8 - 12 February 2027	Cape Town - South Africa	Classroom	**€2,272.-**
8 - 12 March 2027	Geneva - Switzerland	Classroom	**€4,200.-**
12 - 16 April 2027	London - U.K	Classroom	**€3,360.-**
10 - 14 May 2027	Barcelona - Spain	Classroom	**€3,080.-**
14 - 18 June 2027	Madrid - Spain	Classroom	**€3,400.-**
12 - 16 July 2027	London - U.K	Classroom	**€3,360.-**
9 - 13 August 2027	Geneva - Switzerland	Classroom	**€4,200.-**
13 - 17 September 2027	Kuala lumpur - Malaysia	Classroom	**€1,800.-**
11 - 15 October 2027	Amsterdam - Netherlands	Classroom	**€3,400.-**
8 - 12 November 2027	Paris - France	Classroom	**€3,600.-**
13 - 17 December 2027	Dubai - UAE	Classroom	**€4,200.-**

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