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CERTIFIED
GLOBAL
LEADERSHIP
CONSULTANTS

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 |
|------------------------------|-------------------------|-----------|----------|
| 6 - 10 July 2026 | Paris - France | Classroom | €4,500.- |
| 10 - 14 August 2026 | Munich - Germany | Classroom | €3,450.- |
| 31 August - 4 September 2026 | London - U.K | Classroom | €4,250.- |
| 14 - 18 September 2026 | Barcelona - Spain | Classroom | €4,250.- |
| 5 - 9 October 2026 | Amsterdam - Netherlands | Classroom | €4,200.- |
| 16 - 20 November 2026 | London - U.K | Classroom | €4,200.- |
| 7 - 11 December 2026 | Munich - Germany | Classroom | €3,450.- |
| 21 - 25 December 2026 | Kuala Lumpur - Malaysia | Classroom | €2,250.- |

Live online option

Online delivery is available at €1,850.-.