



HUMAN RESOURCES AND TRAINING | HRT-004

# HR Strategy for Organisational Development

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# Course content

## Why Attend

### Course Introduction

HR departments across the globe are increasingly being tasked with transforming into more strategic entities that contribute to organizational success.

But how can HR become a true strategic partner? This HR Strategy for Organisational Development training course offers participants the tools and expertise to transition from simply providing services to becoming a strategic partner, ensuring that the organization meets its stakeholder expectations.

This course is vital for any HR professional, regardless of industry or organization.

HR Transformation focuses on driving tangible results. This hands-on training will help you go beyond administrative tasks to implement HR initiatives that align with organizational goals, improving performance, stakeholder engagement, and ensuring the HR department delivers measurable outcomes.

The HR Strategy for Organisational Development training course includes:

- Best practices in Strategic HRM (SHRM)
- How to lead HR transformation in your organization
- Enhancing your HR function to better serve stakeholder needs
- Assessing HR's role in strategy development and execution
- Aligning HR strategy with organizational goals

## Course Methodology

This HR Strategy for Organisational Development training course will utilize a variety of proven adult learning techniques to ensure maximum understanding, comprehension and retention of the information presented. This includes stimulating presentations supporting each of the topics together with interactive trainer lead sessions of discussion. There will also be many practical sessions where participants can practice and experience course-related activities. Practical and fun exercises, short video presentations, small group work, case studies and feedback will be used to facilitate learning.

### Who should Attend?

A background image showing several wooden chess pieces (pawns and kings) placed on a light-colored surface. A black grid with arrows is drawn on the surface, suggesting a strategic or organizational chart. The text 'Course content' is overlaid in large white letters.

# Course content

## Course Methodology

This HR Strategy for Organisational Development training course is ideal for a diverse range of professionals, particularly:

- HR Staff and Practitioners
- HR Managers & Directors
- HR Business Partners
- Individuals looking to deepen their understanding of HR strategy
- Professionals transitioning into HR from other roles

## Course Objectives

By the end of this HR Strategy for Organisational Development training course, participants will be able to:

- Develop a plan to align strategic requirements with HR objectives
- Conduct a stakeholder analysis
- Demonstrate various methodologies for strategy development, such as SWOT, PESTLE, and Five Forces
- Create a Business Model Plan using the Business Model Canvas (BMC)
- Evaluate HR's role in developing and implementing strategy

## Course outline

### Day One: The Practice of Strategic HR

- Understanding organizational strategy
- Development of Strategic HRM
- The New HR Models
- Business Partners, Shared Services & Centers of Expertise



# Course content

## Course outline

- Steps needed to form an HR strategy

### Day Two: Business Models and Stakeholder Analysis

- An introduction to stakeholder analysis
- Who are your stakeholders?
- Tools for stakeholder analysis
- Creating a Business Model
- Business model canvas for SHRM

### Day Three: Practical Analysis Tools for SHRM

- Strategic Analysis Tools
- SWOT and PESTLE
- Using 5-Forces Analysis
- An introduction to Balanced Scorecards
- SHRM Metrics

### Day Four: Trends Impacting Organizations and HR

- Trends impacting on HR
- Leadership and HR
- Team Working
- Retention Issues
- The future of HR

### Day Five: Evaluating your HR Function

- Software for predictive planning and trend analysis



# Course content

## Course outline

- A Practical Example of Measurement - Absenteeism
- HR's Contribution to Added Value
- Evaluating the HR Function
- Personal Action Planning

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# Seminar dates

## Available seminar dates

Live dates and pricing for HR Strategy for Organisational Development generated from the course details page.

| Date                   | Location                | Format    | Fee      |
|------------------------|-------------------------|-----------|----------|
| 13 - 17 July 2026      | Rome - Italy            | Classroom | €4,250.- |
| 17 - 21 August 2026    | Kuala Lumpur - Malaysia | Classroom | €2,250.- |
| 21 - 25 September 2026 | Barcelona - Spain       | Classroom | €3,850.- |
| 19 - 23 October 2026   | London - U.K            | Classroom | €4,200.- |
| 2 - 6 November 2026    | Munich - Germany        | Classroom | €3,450.- |
| 21 - 25 December 2026  | Amsterdam - Netherlands | Classroom | €4,250.- |

### Live online option

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