



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

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## 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
8 - 12 June 2026	Amsterdam - Netherlands	Classroom	€4,250.-
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.-.