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HUMAN RESOURCES AND TRAINING | HRT-040

# Certified HR Strategy Workshop

## UK

+44 33 000 111 90  
info@informat®tech.co.uk  
[https://informat®tech.uk](https://informat<span>®</span>tech.uk)  
63-66 Hatton Garden Hatton Garden  
EC1N 8LE , London

## NL

+31 85 74 444 46  
info@informat®tech.nl  
[https://informat®tech.nl](https://informat<span>®</span>tech.nl)  
Waarderweg 50 - 2031PB  
Haarlem - Netherlands

Tel : +44 (33) 000 111 90

Our mailing address is:  
63-66 Hatton Garden, EC1N 8LE, London

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# Course content

## Why Attend

Why Attend Human Resources has evolved from an administrative function into a strategic business partner that drives organizational success. This workshop equips participants with the knowledge and practical tools required to align HR strategies with corporate goals, improve workforce performance, strengthen talent pipelines, and build a future-ready organization. Participants will gain actionable insights to transform HR into a value-creating function.

**Course Methodology** This workshop uses an interactive and practical approach combining expert presentations, facilitated discussions, case studies, group exercises, strategy mapping sessions, benchmarking tools, and practical HR planning templates.

## Course Objectives

- Understand the role of HR as a strategic partner
- Align HR strategies with business objectives
- Develop workforce planning and talent management strategies
- Design performance management systems that drive results
- Measure HR effectiveness using KPIs and analytics
- Build employee engagement and retention strategies
- Lead HR transformation initiatives
- Create a practical HR strategic roadmap

## Target Audience

- HR Managers and HR Business Partners
- Talent Management Professionals
- Organizational Development Specialists
- Learning and Development Managers

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## Target Audience

- Workforce Planning Specialists
- Department Heads involved in people strategy
- Senior Executives overseeing HR functions

## Target Competencies

- Strategic HR Planning
- Workforce Analytics
- Talent Management
- Performance Management
- Organizational Development
- Change Management
- Leadership and Decision-Making
- Employee Engagement Strategy

## Course outline

### Day 1: Strategic Role of HR in Modern Organizations

- Evolution of HR from administration to strategy
- Understanding business strategy and organizational goals
- HR's contribution to competitive advantage
- Strategic HR models and frameworks
- Building HR credibility with leadership
- HR trends shaping the future workplace

### Day 2: Workforce Planning and Talent Strategy

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## Course outline

- Strategic workforce planning process
- Identifying current and future talent needs
- Succession planning frameworks
- Recruitment strategy and employer branding
- Talent retention strategies
- Skills gap analysis and future capability planning

## Day 3: Performance Management and Employee Engagement

- Designing modern performance management systems
- Linking KPIs to strategic objectives
- Coaching and feedback culture
- Employee engagement drivers
- Reward and recognition strategies
- Managing underperformance effectively

## Day 4: HR Metrics, Analytics and Digital HR

- Measuring HR performance using KPIs
- HR dashboards and reporting tools
- Introduction to people analytics
- Using data for HR decision-making
- Digital transformation in HR
- HR technology trends and automation

## Day 5: Building the HR Strategic Roadmap

- Developing an HR strategic plan

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## Course outline

- Prioritizing HR initiatives and investments
- Managing HR change programs
- Stakeholder communication and buy-in
- Risk management in HR strategy execution
- Final workshop: Create your HR roadmap

# Seminar dates

## Available seminar dates

Live dates and pricing for Certified HR Strategy Workshop generated from the course details page.

Date	Location	Format	Fee
1 - 5 June 2026	Amsterdam - Netherlands	Classroom	€4,200.-
8 - 12 June 2026	Istanbul - Turkey	Classroom	€3,200.-
15 - 19 June 2026	Paris - France	Classroom	€4,400.-
6 - 10 July 2026	Barcelona - Spain	Classroom	€4,200.-
20 - 24 July 2026	Munich - Germany	Classroom	€4,250.-
3 - 7 August 2026	Kuala Lumpur - Malaysia	Classroom	€2,250.-
10 - 14 August 2026	Amsterdam - Netherlands	Classroom	€4,200.-
7 - 11 September 2026	London - U.K	Classroom	€4,250.-
14 - 18 September 2026	Paris - France	Classroom	€4,400.-
5 - 9 October 2026	Istanbul - Turkey	Classroom	€4,200.-
12 - 16 October 2026	Amsterdam - Netherlands	Classroom	€4,250.-
9 - 13 November 2026	London - U.K	Classroom	€3,850.-
16 - 20 November 2026	Barcelona - Spain	Classroom	€4,250.-
7 - 11 December 2026	Kuala Lumpur - Malaysia	Classroom	€2,850.-
14 - 18 December 2026	Istanbul - Turkey	Classroom	€3,850.-
21 - 25 December 2026	Barcelona - Spain	Classroom	€4,250.-