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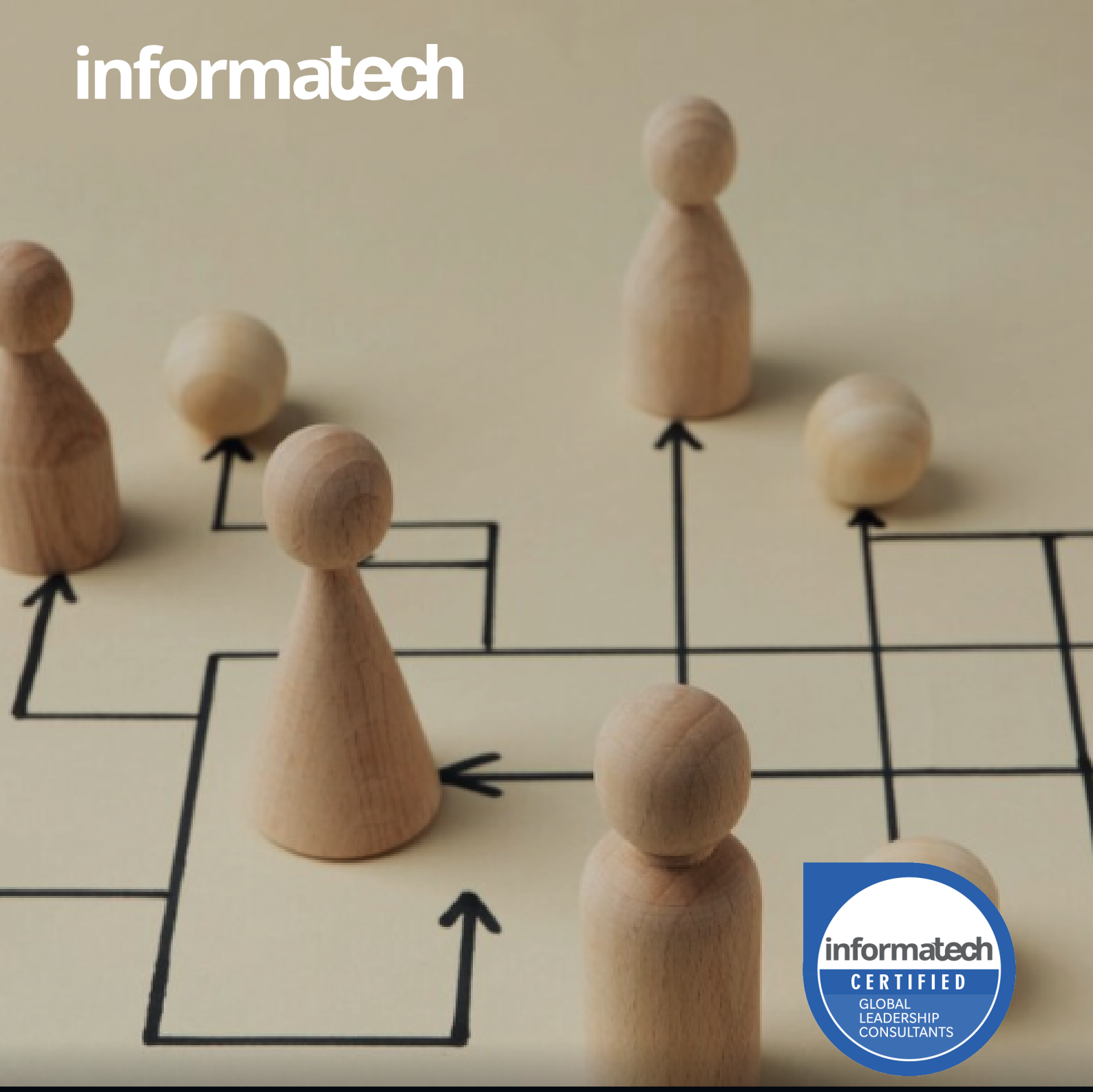

HUMAN RESOURCES AND TRAINING | HRT-004

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?

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

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
19 - 23 October 2026	London - U.K	Classroom	**€3,360.-**
2 - 6 November 2026	Munich - Germany	Classroom	**€2,760.-**
21 - 25 December 2026	Amsterdam - Netherlands	Classroom	**€3,400.-**
18 - 22 January 2027	Barcelona - Spain	Classroom	**€3,080.-**
15 - 19 February 2027	Frankfurt - Germany	Classroom	**€2,600.-**
15 - 19 March 2027	Rome - Italy	Classroom	**€3,400.-**
19 - 23 April 2027	Kuala lumpur - Malaysia	Classroom	**€1,800.-**
17 - 21 May 2027	Barcelona - Spain	Classroom	**€3,080.-**
21 - 25 June 2027	London - U.K	Classroom	**€3,360.-**
19 - 23 July 2027	Geneva - Switzerland	Classroom	**€4,200.-**
16 - 20 August 2027	Amsterdam - Netherlands	Classroom	**€3,400.-**
20 - 24 September 2027	Barcelona - Spain	Classroom	**€3,080.-**
18 - 22 October 2027	Frankfurt - Germany	Classroom	**€2,600.-**
15 - 19 November 2027	Rome - Italy	Classroom	**€3,400.-**
20 - 24 December 2027	Kuala lumpur - Malaysia	Classroom	**€1,800.-**

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