



HR Strategy and Training

HR Leadership in Times of Crisis

Course Introduction

HR leaders serve as the linchpin in ensuring employee well-being, maintaining operational continuity, and safeguarding organizational resilience. Effective HR leadership during crises involves strategic workforce planning, transparent communication, empathetic support for employees, and agile decision-making to navigate rapidly changing circumstances. By proactively addressing challenges and leveraging opportunities, HR leaders can instill confidence, stability, and cohesion within the organization, ultimately fostering resilience and driving long-term success.

HR Leadership in Times of Crisis

The "HR Leadership in Times of Crisis" course offers a comprehensive exploration of the critical role of HR leadership in navigating turbulent times. Through a series of interactive sessions, participants will delve into crisis management principles, strategic HR planning strategies, effective communication techniques, crisis leadership skills, and post-crisis learning and adaptation. Highlights of the course include aligning HR strategies with organizational goals, fostering employee engagement and morale, making informed decisions under pressure, and cultivating a culture of resilience and continuous improvement within HR teams. Participants will emerge equipped with the knowledge, skills, and strategies necessary to lead confidently and effectively during times of crisis, ensuring organizational stability and success.

Training Course Methodology :

This course is designed to be interactive and participatory, and includes various learning tools to enable the participants to function effectively and efficiently. The course will use sessions, exercises, and case applications, and presentation about proven-by-practice methods, new insights and ideas about emotional intelligence and its effects in a corporate world.

Target Audience

Who is this course for, and can benefit the most

- HR Assistant
- HR Generalist
- Personnel Manager
- HR Director

Learning Objectives

At the end of the training course, participants will be able to

- Gain a comprehensive understanding of crisis management principles and their application within the HR context.
- Develop strategic HR plans that align with organizational goals amidst crises, emphasizing workforce planning and flexibility.
- Enhance communication skills and employee engagement strategies to maintain morale and cohesion during challenging times.
- Cultivate crisis leadership abilities among HR leaders, enabling them to make informed decisions, lead teams with empathy, and collaborate effectively with stakeholders.
- Promote a culture of learning and adaptation within HR teams, fostering resilience, and preparing for future crises through post-crisis reviews and continuous improvement initiatives.

Course Outline

- **01 Day One**

- Understanding Crisis Management in HR Leadership**

- Introduction to crisis management in HR

- Assessing the impact of crises on HR functions
- Identifying key challenges and opportunities for HR leaders during crises
- Developing resilience and adaptability in HR teams

• 02 Day Two

Strategic HR Planning During Crisis

- Aligning HR strategies with organizational goals during crises
- Anticipating HR needs and workforce planning in uncertain times
- Implementing flexible HR policies and procedures
- Ensuring employee well-being and mental health support

• 03 Day Three

Effective Communication and Employee Engagement

- Establishing clear communication channels during crises
- Managing internal and external communications effectively
- Fostering employee engagement and morale amidst uncertainty
- Addressing employee concerns and providing transparent updates

• 04 Day Four

Crisis Leadership and Decision Making in HR

- Leading HR teams through crisis situations with empathy and resilience
- Making informed decisions under pressure and uncertainty
- Implementing crisis response plans and adapting strategies as needed
- Collaborating with cross-functional teams and stakeholders

• 05 Day Five

Learning and Adaptation for HR Leaders

- Conducting post-crisis reviews and lessons learned sessions
- Reflecting on HR leadership strategies and areas for improvement
- Building a culture of continuous learning and adaptation in HR
- Planning for future crises and strengthening HR resilience and preparedness

Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
April 14, 2025	April 18, 2025	5 days	4250.00 \$	UAE - Dubai
April 21, 2025	April 25, 2025	5 days	4950.00 \$	England - London
Aug. 25, 2025	Aug. 29, 2025	5 days	5950.00 \$	USA - Los Angeles
Nov. 9, 2025	Nov. 13, 2025	5 days	4250.00 \$	KSA - Jeddah