



HR Strategy and Training

Policy Enhancement and Organizational Alignment

Course Introduction

this course focuses on enhancing existing policies to better align with organizational strategy and improve overall effectiveness. It provides managers with tools and techniques to assess, refine, and optimize strategic policies.

Target Audience

- HR Directors and Managers
- Employee Relations and Compliance Officers
- Policy Analysts and Internal Governance Specialists
- Organizational Development Consultants
- CEOs, COOs, and Executive Directors
- Operations Managers
- Business Analysts
- Organizational Strategists

Learning Objectives

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

- Learn methodologies for evaluating and enhancing policy effectiveness
- Develop skills in adapting policies to changing strategic landscapes
- Understand how to balance policy rigidity with organizational flexibility
- Gain insights into managing policy portfolios for strategic alignment

- Master strategies for ensuring ongoing policy relevance and impact

Course Outline

• 01 Day One

Policy Evaluation and Gap Analysis

- Frameworks for assessing strategic policy effectiveness
- Identifying gaps between policy and organizational strategy
- Benchmarking against industry best practices
- Case study: Successful policy enhancement initiatives

• 02 Day Two

Strategic Alignment and Policy Refinement

- Techniques for aligning policies with evolving organizational strategy
- Refining policies to address strategic gaps
- Stakeholder engagement in policy enhancement
- Workshop: Conducting a strategic policy alignment exercise

• 03 Day Three

Policy Portfolio Management

- Managing a portfolio of strategic policies
- Balancing short-term and long-term policy objectives
- Techniques for policy integration and coherence
- Group exercise: Optimizing a strategic policy portfolio

• 04 Day Four

Adaptive Policy Design

- Designing flexible policies for dynamic environments
- Incorporating feedback loops in policy structures
- Scenario planning for policy adaptation
- Simulation: Adapting policies to strategic shifts

• 05 Day Five

- Advanced metrics for policy impact on strategic outcomes
- Continuous improvement methodologies for policy management
- Building a culture of strategic policy awareness
- Action planning: Developing a policy enhancement strategy

Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
April 28, 2025	May 2, 2025	5 days	4250.00 \$	UAE - Abu Dhabi
May 11, 2025	May 15, 2025	5 days	2150.00 \$	Virtual - Online
Sept. 21, 2025	Sept. 25, 2025	5 days	4250.00 \$	KSA - Riyadh
Nov. 10, 2025	Nov. 14, 2025	5 days	5950.00 \$	Switzerland - Zurich