



HR Strategy and Training

Strategic HR Leadership

Course Introduction

In today's rapidly evolving business landscape, HR leaders are increasingly recognized as pivotal players in driving organizational success. Strategic HR Leadership transcends traditional HR functions, integrating human capital strategies with broader organizational goals. This course is designed to equip HR professionals with the tools, insights, and strategies necessary to lead effectively, align HR initiatives with organizational vision, and foster a culture of sustained excellence.

Target Audience

Who is this course for, and can benefit the most

- Middle to senior-level HR professionals looking to enhance their strategic leadership skills.
- Operational managers interested in understanding the strategic role of HR.
- Professionals responsible for designing and developing HR strategies.

Learning Objectives

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

- Understand the principles of Strategic HR Leadership and its impact on organizational success.
- Design and implement HR strategies that align with and support organizational objectives.
- Develop effective talent acquisition, development, and retention strategies.
- Utilize HR analytics to inform decision-making and measure the impact of HR initiatives.
- Lead cultural transformations and succession planning initiatives within the organization.

Course Outline

• 01 Day One

Introduction to Strategic HR Leadership

The Evolution of HR: From Operational to Strategic

- Understanding the shift from traditional HR roles to strategic leadership.
- The role of HR in driving organizational success.

Framework for Strategic HR Leadership

- Key concepts and principles of Strategic HR Management.
- Aligning HR strategy with organizational goals.
- Identifying and engaging key stakeholders in strategic HR initiatives.

The Strategic HR Leadership Cycle

- Overview of the HR strategy cycle.
- Integration of HR functions within the strategic planning process.

• 02 Day Two

Strategic Planning and Organizational Culture

Developing a Strategic HR Plan

- Assessing the current HR landscape and identifying gaps.
- Setting strategic HR objectives aligned with organizational goals.
- Implementing and evaluating HR strategies.

Organizational Culture and Strategic HR Leadership

- Defining and shaping organizational culture.
- The role of vision, mission, and values in culture development.
- Tools and techniques for cultural assessment and transformation.

• 03 Day Three

Workforce Planning, Talent Acquisition, and Employer Branding

Strategic Workforce Planning

- Key components of workforce planning.
- Forecasting future workforce needs.
- Aligning talent acquisition strategies with business objectives.

Talent Acquisition and Employer Branding

- Designing an effective recruitment process.
- Leveraging innovative hiring channels.
- Building a strong employer brand to attract top talent.

Holistic Onboarding and Orientation

- Creating an integrated onboarding experience.
- Strategies for successful employee integration and retention.

• 04 Day Four

Performance Management and Talent Development

Strategic Performance Management

- Designing and implementing a performance management system.
- Goal setting and performance evaluation.
- Fostering a culture of continuous feedback and development.

Talent Development and Learning Strategies

- Developing a comprehensive learning and development framework.
- Identifying and addressing talent development needs.
- Measuring the effectiveness of talent development programs.

Talent Retention and Engagement

- Strategies for retaining high-performing employees.
- Enhancing employee engagement through targeted initiatives.
- Career progression and succession planning.

• 05 Day Five

Succession Planning, HR Analytics, and Measuring HR Impact

Succession Planning and Leadership Development

- The importance of a structured succession planning process.

- Key components of effective succession management.
- Overcoming challenges in succession planning.

HR Analytics and Decision-Making

- Introduction to HR analytics and its applications.
- Key HR metrics and KPIs.
- Using data to inform strategic HR decisions.

Measuring the Effectiveness of Strategic HR Leadership

- Evaluating the impact of HR strategies on organizational performance.
- Continuous improvement and adapting to change.
- Case studies and best practices in strategic HR leadership.

Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
May 4, 2025	May 8, 2025	5 days	4250.00 \$	KSA - Riyadh
Sept. 22, 2025	Sept. 26, 2025	5 days	4950.00 \$	England - London
Oct. 19, 2025	Oct. 23, 2025	5 days	2150.00 \$	Virtual - Online
Dec. 1, 2025	Dec. 5, 2025	5 days	4250.00 \$	UAE - Abu Dhabi