



Management And Leadership

# **Leadership Program (HR Leadership Competencies for Exceptional Performance)**

## Course Introduction

---

This program provides participants with a comprehensive understanding of modern HR competencies, strategic positioning, and the integration of data analytics to enhance HR decision-making.

Throughout the five-day program, participants will engage in a series of interactive sessions, case studies, and practical exercises to develop the skills needed to lead HR departments that add measurable value to the organization.

With a focus on modern HR analytics, leadership practices, and the evolving competencies that define HR professionalism, this training will enable HR professionals to step into a leadership role that influences both individual performance and organizational success.

## Target Audience

---

HR professionals, HR managers, and leaders in human resources who seek to strengthen their leadership competencies and drive organizational performance through strategic HR practices, talent management, and people development.

## Learning Objectives

---

**By the end of this training program, participants will be able to:**

- Identify how to bridge the gap between HR activities and the expectations of external stakeholders.
- Gain hands-on experience with contemporary HR analytics tools and techniques to make data-driven decisions.
- Acquire the essential HR competencies required to increase personal effectiveness and demonstrate HR's value in achieving business objectives.
- Gain in-depth knowledge of the six HR competencies that define HR professionalism today.

- Review real-world examples of organizations where HR leadership exemplifies these six competencies in action.
- Use tools and frameworks to assess your current HR competencies and develop a plan for improvement.
- Implement strategies to build and lead a high-performance HR department that aligns with business goals.

## Course Outline

---

### • 01 Day One

#### **The HR Business and External Expectations**

- Understanding HR's Role in the Business Context
- Integrating external expectations into HR's strategic direction.
- Examining stakeholders' expectations of HR.
- Comparing traditional and modern strategic differentiators.
- Exploring HR's evolution and the paradoxes it faces today.

### • 02 Day Two

#### **The Human Resource Competency Model**

- Competency Evolution in HR
- Reviewing the competency models of the 1980s and 1990s.
- Introducing the 21st-century competency model and its six domains.
- Understanding how modern HR competencies impact individual effectiveness and organizational performance.

### • 03 Day Three

#### **In-Depth Exploration of the Six Key HR Competencies**

- The Six Competencies for Success in HR
- Strategic Positioner
- Credible Activist
- Capability Builder
- Change Champion
- HR Innovator and Integrator
- Technology Proponent

- Analyzing real-world examples where these competencies are applied.

## • 04 Day Four

### **Enhancing HR Professionalism through Practical Actions**

- Personal Development and Leadership Growth
- Building HR leadership skills through practical actions.
- Using HR analytics for informed decision-making.
- Exploring disruptive HR technology and its role in shaping the future.
- Understanding the purpose and steps involved in HR analytics.
- Transitioning from descriptive to predictive analysis.
- Managing key performance indicators: leading and lagging indicators.

Applying a three-level integrated measurement system to HR functions.

## • 05 Day Five

### **Research Findings and Building an Effective HR Department**

- Maximizing HR Department Effectiveness
- Examining research findings on HR effectiveness.
- Identifying four key priorities for enhancing HR department performance.
- Crafting a strategic HR business plan.
- Aligning HR strategies with broader business goals.
- Building and applying HR analytics to inform decision-making.
- Designing an HR structure that delivers tangible business value.

# Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
April 27, 2025	May 1, 2025	5 days	4250.00 \$	Qatar - El Doha
Aug. 4, 2025	Aug. 8, 2025	5 days	4250.00 \$	UAE - Dubai
Nov. 17, 2025	Nov. 21, 2025	5 days	4250.00 \$	UAE - Dubai
Aug. 17, 2025	Aug. 21, 2025	5 days	4250.00 \$	Oman - Muscat