



HR Strategy and Training



Management And Leadership

# Strategic Human Resource Management

## Course Introduction

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This training series in Strategic Human Resources Management has been designed to enable participants to develop their HR skills at a strategic level, exploring key areas including recruitment, performance management, talent management, and succession planning.

## Target Audience

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- Senior HR professionals looking to improve their HR strategy development skills
- Senior executives looking for a greater understanding of HR trends
- HR functional managers looking to shift human resources management to a strategic role within the organisation

## Learning Objectives

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

- Identify and explore new recruitment strategies
- Improve their understanding of Performance Management systems
- Develop a more strategic approach to learning and development
- Design a talent management system linked to organisational strategy
- Plan a knowledge management system to retain knowledge in the organisation
- Better understand and use the principles of succession planning
- Keep up-to-date with technological developments in HR software

# Course Outline

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## • 01 Day One

### THE FRAMEWORK OF HR STRATEGY

- The resource-based view of Strategic HRM
- Best practice Vs. Best fit strategy
- Strategic business partner model
- Types of HR Strategies
- Development of HR strategy
- Setting out the strategy
- Implementation of HR strategy
- Evaluation of HR strategy

### RESOURCING STRATEGY

- The strategic HRM approach to resourcing
- Integrating Business and resourcing strategies
- Workforce planning
- Employee value proposition
- Resourcing plan
- Retention strategy
- Flexibility strategy
- Be a recruiting superstar

## • 02 Day Two

### LEARNING AND DEVELOPMENT STRATEGY

- Strategic Human Resource Development
- Elements of human resource development
- Strategies for creating a learning culture
- Organisational learning strategies
- Learning organisations strategies
- Individual learning strategies

## **PERFORMANCE MANAGEMENT**

- The evolution of performance management
- Performance management process
- Managing organisational performance
- Evaluating performance management
- International performance management

### **• 03 Day Three**

## **REWARD STRATEGY**

- Why have a reward strategy
- Guiding principles
- Developing reward strategies
- Effective reward strategies
- Reward Strategy and line management capability

## **TALENT MANAGEMENT STRATEGY**

- Talent management defined
- The process of talent management
- Developing a talent management strategy

### **• 04 Day Four**

## **KNOWLEDGE MANAGEMENT STRATEGIES**

- The process of knowledge management
- Sources and types of knowledge
- Approaches to the development of knowledge management strategies
- Strategic knowledge management issues
- Components of a knowledge management strategy

## **SUCCESSION PLANNING**

- Effective Succession Planning
- Strategic Approach to Succession Planning
- Career Planning
- Personal Development Planning
- Develop and Implement Succession strategies

### **• 05 Day Five**

SOFTWARE APPLICATIONS, ANALYTICS AND HR DECISIONS

- Software options and Optimal HCM practice
- Enterprise Resource Planning Software
- Talent Analytics
- SAS Business Intelligence
- Talent scorecard
- Talent Management and Advanced Analytics
- Developing the processes that nurture customer brand loyalty

Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
April 28, 2025	May 2, 2025	5 days	4250.00 \$	UAE - Dubai
Sept. 22, 2025	Sept. 26, 2025	5 days	4250.00 \$	UAE - Dubai
Nov. 16, 2025	Nov. 20, 2025	5 days	4250.00 \$	KSA - Riyadh