Training Course on Advance Strategic Human Resource Management

Professional Development Training Course Outline

Category	Development	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today's dynamic business environment, **Strategic Human Resource Management (SHRM)** has evolved from a mere administrative function to a critical driver of organizational success and competitive advantage. This advanced training course is meticulously designed to equip HR professionals and business leaders with the sophisticated knowledge and skills required to align human capital strategies with overarching business objectives. By focusing on the intricate relationship between HR practices and organizational goals, participants will gain mastery in developing and implementing impactful HR strategies that foster a high-performance culture, drive employee engagement, and contribute directly to the bottom line. Strong keywords underpinning this course include **strategic HR planning**, **talent management**, **organizational development**, **workforce planning**, and **HR analytics**.

This comprehensive program delves into the advanced principles and practices of SHRM, providing a robust understanding of how to leverage human resources to achieve sustainable organizational growth. Participants will explore cutting-edge techniques in talent acquisition and retention, performance management, learning and development, and compensation and benefits, all within a strategic framework. The course emphasizes the importance of data-driven decision-making through **HR metrics** and analytics, enabling participants to measure the impact of HR initiatives and demonstrate their value to the organization. Furthermore, it addresses critical aspects such as change management, diversity and inclusion, and legal compliance, ensuring that HR strategies are not only effective but also ethical and sustainable. Key areas of focus include **HR strategy alignment**, **employee engagement**, **performance management systems**, **HR technology**, and **change leadership**.

Programme Curriculum

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Introduction

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Course Duration

10 days

Course Objectives

1. Develop proficiency in **strategic HR planning** to align HR initiatives with organizational goals.
2. Master advanced **talent acquisition strategies** for attracting and retaining top talent in competitive markets.
3. Implement effective **performance management systems** that drive employee productivity and organizational performance.
4. Design and deliver impactful **learning and development programs** to enhance employee skills and capabilities.
5. Develop comprehensive **compensation and benefits strategies** that attract, motivate, and retain employees.
6. Utilize **HR analytics and metrics** to measure the effectiveness of HR initiatives and inform strategic decisions.
7. Lead and manage **organizational change** effectively, minimizing resistance and maximizing adoption.
8. Foster a culture of **diversity and inclusion** to enhance innovation and employee engagement.
9. Ensure **legal compliance in HR practices** to mitigate risks and maintain ethical standards.
10. Implement robust **workforce planning strategies** to optimize staffing levels and talent deployment.
11. Leverage **HR technology and digital transformation** to streamline HR processes and improve efficiency.

12. Enhance **employee engagement and retention strategies** to reduce turnover and boost organizational commitment.
13. Develop strong **HR business partnering skills** to collaborate effectively with other business functions.

Organizational Benefits

- **Improved Alignment of HR with Business Goals:** Ensures that all HR activities directly support the strategic objectives of the organization.
- **Enhanced Organizational Performance:** By optimizing talent management and employee development, the organization achieves higher productivity and efficiency.
- **Stronger Competitive Advantage:** Strategic HR practices can create unique and hard-to-replicate capabilities through human capital.
- **Increased Employee Engagement and Retention:** A focus on employee needs and development fosters a more engaged and loyal workforce.
- **Better Talent Acquisition:** Implementing effective strategies attracts higher quality candidates and reduces time-to-hire.
- **Data-Driven Decision Making:** Utilizing HR analytics provides insights for more informed and impactful HR decisions.
- **Effective Change Management:** Equips the organization to navigate transitions smoothly and maintain productivity.
- **Enhanced Innovation and Creativity:** A diverse and inclusive workforce fosters a wider range of perspectives and ideas.
- **Reduced Legal Risks:** Ensuring compliance with labor laws and regulations protects the organization from potential liabilities.
- **Optimized Workforce Planning:** Enables the organization to anticipate future talent needs and plan accordingly.
- **Increased Efficiency through Technology:** Leveraging HR technology streamlines processes and frees up HR professionals for more strategic tasks.
- **Improved Organizational Culture:** Strategic HR initiatives can contribute to a more positive and productive work environment.
- **Stronger Employer Brand:** Effective talent management and employee engagement enhance the organization's reputation as an employer of choice.

Target Audience

1. **HR Managers:** Professionals responsible for overseeing HR functions and aligning them with business strategy.
2. **Senior HR Professionals:** Experienced HR practitioners looking to enhance their strategic capabilities and leadership skills.
3. **HR Business Partners:** Individuals who work closely with business units to develop and implement HR strategies.
4. **Talent Acquisition Specialists:** Professionals focused on attracting and recruiting top talent for the organization.
5. **Learning and Development Managers:** Individuals responsible for designing and delivering employee training and development programs.
6. **Compensation and Benefits Managers:** Professionals who develop and administer employee compensation and benefits packages.
7. **Organizational Development Consultants:** Internal or external consultants focused on improving organizational effectiveness through HR interventions.

8. **Business Leaders/Executives:** Individuals in leadership roles who recognize the strategic importance of human resources.

Course Outline

Module 1: Foundations of Strategic Human Resource Management

- Understanding the evolution and strategic importance of HRM.
- Exploring the link between HR strategy and overall business strategy.
- Analyzing different models of SHRM and their application.
- Identifying key stakeholders in the strategic HR process.
- Developing a strategic HR framework for organizational success.

Module 2: Strategic HR Planning and Workforce Management

- Conducting comprehensive workforce analysis and forecasting.
- Developing strategic staffing plans to meet future talent needs.
- Implementing flexible work arrangements and optimizing workforce agility.
- Utilizing HR technology for efficient workforce planning.
- Measuring the effectiveness of workforce planning initiatives.

Module 3: Advanced Talent Acquisition and Employer Branding

- Developing a compelling employer value proposition (EVP).
- Implementing innovative sourcing and recruitment strategies.
- Utilizing social media and digital platforms for talent acquisition.
- Conducting effective assessments and selection processes.
- Measuring the ROI of talent acquisition efforts.

Module 4: Strategic Talent Development and Learning

- Conducting thorough training needs analysis (TNA).
- Designing and implementing strategic learning and development programs.
- Utilizing various learning methodologies and technologies.
- Developing leadership development frameworks and succession plans.
- Evaluating the impact and ROI of learning initiatives.

Module 5: Performance Management for Strategic Outcomes

- Designing and implementing high-performance management systems.
- Setting strategic performance goals and KPIs.
- Providing effective feedback and coaching for performance improvement.
- Utilizing performance data for talent development and succession planning.
- Ensuring fairness and equity in performance evaluation processes.

Module 6: Strategic Compensation and Rewards Management

- Developing compensation philosophies aligned with organizational strategy.
- Designing competitive and equitable base pay structures.
- Implementing effective variable pay and incentive programs.
- Managing employee benefits and wellness programs strategically.
- Communicating compensation and reward strategies effectively.

Module 7: HR Analytics and Data-Driven Decision Making

- Understanding key HR metrics and their strategic significance.
- Utilizing HRIS and other tools for data collection and analysis.
- Applying statistical methods for HR reporting and insights.
- Developing predictive analytics capabilities for HR forecasting.
- Presenting HR data effectively to influence strategic decisions.

Module 8: Leading and Managing Organizational Change

- Understanding different models of change management.
- Developing strategies for leading and implementing organizational change initiatives.
- Communicating change effectively to stakeholders.
- Managing resistance to change and fostering adoption.
- Evaluating the success of change management efforts.

Module 9: Fostering Diversity, Inclusion, and Equity in the Workplace

- Understanding the strategic benefits of a diverse and inclusive workforce.
- Developing and implementing DEI strategies and initiatives.
- Addressing unconscious bias and promoting inclusive behaviors.
- Ensuring equitable HR policies and practices.
- Measuring the impact of DEI initiatives on organizational outcomes.

Module 10: Ensuring Legal Compliance and Ethical HR Practices

- Understanding key employment laws and regulations in the local context (Kenya).
- Developing HR policies and procedures that ensure legal compliance.
- Managing employee relations and addressing grievances effectively.
- Conducting fair and thorough workplace investigations.
- Promoting ethical conduct and a culture of integrity in HR.

Module 11: Strategic Employee Engagement and Retention

- Understanding the drivers of employee engagement and retention.
- Developing and implementing strategies to enhance employee engagement.
- Designing effective employee feedback mechanisms and action plans.
- Implementing retention strategies tailored to different employee segments.
- Measuring the impact of engagement and retention initiatives on organizational performance.

Module 12: HR Technology and Digital Transformation in HR

- Evaluating and selecting appropriate HR technology solutions.
- Implementing and managing HRIS and other digital HR tools.
- Leveraging technology to automate HR processes and improve efficiency.
- Utilizing technology for enhanced communication and collaboration.
- Understanding the future trends of HR technology and their strategic implications.

Module 13: Developing HR Business Partnering Skills

- Understanding the role and responsibilities of an HR business partner.
- Developing strong relationship management and communication skills.
- Collaborating effectively with business leaders to understand their needs.
- Translating business needs into strategic HR solutions.
- Demonstrating the value of HR as a strategic partner.

Module 14: Strategic HR in a Global Context (Optional)

- Understanding the challenges and opportunities of global HR management.
- Developing strategies for managing a diverse global workforce.
- Navigating cultural differences and legal complexities in international HR.
- Implementing global talent management and mobility programs.
- Ensuring consistent HR practices across global locations.

Module 15: Measuring HR Impact and ROI

- Identifying key HR metrics and KPIs to measure strategic impact.
- Calculating the ROI of various HR programs and initiatives.
- Developing HR dashboards and reports for effective communication.
- Demonstrating the value proposition of HR to organizational leadership.
- Continuously improving HR effectiveness through data-driven insights.

Training Methodology

This advanced training course will employ a blended learning approach to maximize engagement and knowledge retention. The methodology will include:

- **Interactive Lectures:** Engaging presentations incorporating real-world examples and case studies.
- **Group Discussions:** Facilitated discussions to encourage peer learning and sharing of experiences.
- **Case Study Analysis:** In-depth examination of strategic HR challenges and solutions.
- **Practical Exercises:** Hands-on activities and simulations to apply learned concepts.
- **Role-Playing:** Practicing strategic HR skills in simulated scenarios.
- **Guest Speaker Sessions:** Insights from experienced HR leaders and industry experts.
- **Individual and Group Assignments:** Application of concepts through practical tasks.
- **Use of Technology:** Leveraging online platforms and tools for resources and collaboration.

Register as a group from 3 participants for a Discount

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Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Online	$2,000
23 Nov 2026	04 Dec 2026	Physical	$3,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

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