Training Course on Introduction to Strategic Human Resource Leadership

Professional Development Training Course Outline

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

Course Introduction

Strategic Human Resource Leadership is a comprehensive course designed to equip HR professionals with the skills and knowledge required to lead an organization's workforce to achieve business success. In today's competitive landscape, effective leadership is vital to an organization's ability to adapt, innovate, and maintain a strategic advantage. Training Course on Introduction to Strategic Human Resource Leadership explores how human resource management can be transformed into a strategic partner that drives organizational growth and performance. Participants will learn how to align human resource practices with business goals, harness talent, develop leadership capabilities, and implement strategies that foster a high-performance culture.

The course emphasizes the importance of strategic decision-making, effective team management, and aligning HR strategies with organizational objectives. By focusing on emerging trends and best practices in HR leadership, the course provides participants with practical insights into improving employee engagement, talent acquisition, and organizational performance. Learners will also explore how to leverage HR technologies, data analytics, and leadership development programs to drive efficiency and innovation in HR functions. This training prepares professionals to become key influencers and change agents within their organizations, using HR as a lever to create sustainable value.

Programme Curriculum

Training Course on Introduction to Strategic Human Resource Leadership

Introduction

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Course Objectives

- Develop an in-depth understanding of the strategic role of HR in organizational growth.
- Master key HR leadership principles to align human resources with business objectives.
- Gain practical skills in performance management and talent development.
- Learn the fundamentals of workforce planning and optimization.
- Understand how to integrate HR technologies and analytics to drive efficiency.
- Cultivate leadership skills necessary to manage teams and influence organizational culture.
- Learn to create an environment conducive to employee engagement and retention.
- Implement effective change management strategies in HR processes.
- Foster innovation within HR practices to improve business outcomes.
- Explore current trends in HR leadership and how to capitalize on them.
- Understand the importance of diversity, equity, and inclusion in HR strategies.
- Develop a comprehensive approach to talent acquisition and workforce development.
- Strengthen communication and collaboration between HR and other business functions.

Target Audience

1. Senior HR Managers and Leaders
2. Talent Acquisition Professionals
3. Organizational Development Specialists
4. HR Consultants
5. Business Executives looking to understand HR strategy
6. Emerging HR Leaders aiming for strategic roles
7. Learning and Development Managers
8. HR Technology Professionals

Course Duration

· 10 days

Course Modules

Module 1: Introduction to Strategic HR Leadership

- Defining HR leadership
- Strategic alignment of HR with business goals
- HR's influence on organizational culture
- Leadership skills required for HR professionals
- Navigating HR in a changing business landscape

Module 2: HR as a Strategic Business Partner

- Building a partnership between HR and business units
- Aligning HR strategies with corporate strategy
- HR's role in organizational performance
- Measuring HR's impact on business outcomes
- Case studies on strategic HR leadership

Module 3: Talent Acquisition and Workforce Planning

- Recruitment strategies for organizational needs
- Talent pipeline management
- Workforce planning and forecasting
- Employer branding and talent attraction
- Diversity and inclusion in recruitment

Module 4: Employee Engagement and Retention

- Strategies for improving employee satisfaction
- Retention strategies for top talent
- Creating a positive workplace culture
- Employee wellness programs
- Measuring engagement levels

Module 5: Performance Management Systems

- Designing performance management frameworks
- Setting clear performance expectations
- Feedback and coaching techniques
- Linking performance to organizational goals
- Evaluating performance management effectiveness

Module 6: Leadership Development and Succession Planning

- Identifying leadership potential
- Creating leadership development programs
- Succession planning strategies
- Mentorship and coaching for leadership growth
- Measuring leadership development success

Module 7: HR Technologies and Analytics

- Introduction to HR technologies
- Using data analytics for decision-making
- HRIS systems for operational efficiency
- AI and automation in HR functions

- Leveraging big data in HR

Module 8: Compensation and Benefits Strategies

- Designing competitive compensation packages
- Benefits strategies for employee retention
- Salary benchmarking and market trends
- Performance-based rewards systems
- Legal considerations in compensation

Module 9: Legal Compliance in HR Leadership

- Understanding HR legal responsibilities
- Managing workplace disputes
- Workplace safety regulations
- Employee rights and labor laws
- Legal risks and mitigation strategies

Module 10: Change Management in HR

- Leading HR-driven organizational change
- Managing resistance to change
- Change communication strategies
- Case studies on successful change initiatives
- Measuring change management outcomes

Module 11: Conflict Resolution and Negotiation Skills

- Techniques for resolving workplace conflicts
- Negotiating with employees and unions
- Managing difficult conversations
- Conflict management styles
- Building a collaborative workplace

Module 12: Global HR Leadership

- Managing a diverse global workforce
- HR challenges in different cultures
- Global HR compliance and practices
- Managing expatriates and international assignments
- Cross-cultural leadership strategies

Module 13: HR Metrics and Analytics

- Defining key HR metrics
- Using analytics to drive HR decision-making
- Predictive analytics in workforce management
- Measuring HR effectiveness
- Creating HR dashboards and reports

Module 14: HR Strategic Planning and Innovation

- Creating an HR strategic plan

- Aligning HR goals with business objectives
- HR innovation for competitive advantage
- Best practices in strategic HR leadership
- Case studies on innovative HR strategies

Module 15: Leadership Capstone Project

- Developing a strategic HR plan
- Real-world HR leadership challenges
- Presentation and feedback sessions
- Actionable insights for future HR leaders
- Leadership competencies assessment

Training Methodology

- Lectures and Presentations
- Case Study Analysis
- Group Discussions
- Simulations and Role Plays
- Workshops
- Guest Lectures
- Capstone Project
- Assessments and Feedback

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

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

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

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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