Training Course on Strategic Advanced Human Resource Management: Driving Organizational Success

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 and competitive global landscape, Strategic Human Resource Management (SHRM) has evolved from a purely administrative function to a critical driver of organizational success. Training Course on Strategic Advanced Human Resource Management: Driving Organizational Success delves into the intricate alignment of human capital with overarching business strategies, equipping HR professionals with the sophisticated knowledge and skills to foster a high-performing workforce and achieve sustainable competitive advantage. We will explore cutting-edge trends in talent acquisition, employee engagement, performance management, and organizational development, emphasizing data-driven decision-making and the strategic impact of HR initiatives. By understanding the complexities of workforce planning, change management, and HR analytics, participants will gain the expertise to navigate complex organizational challenges and contribute significantly to strategic goal attainment.

This comprehensive program is designed to empower HR leaders and professionals to become strategic partners within their organizations. Through a blend of theoretical frameworks and practical application, participants will learn to develop and implement innovative HR strategies that directly support business objectives. Key areas of focus include fostering a culture of innovation, driving employee productivity, ensuring legal compliance, and cultivating a diverse and inclusive workplace. By mastering advanced techniques in compensation and benefits, learning and development, and employee relations, graduates will be equipped to lead strategic HR functions, optimize human capital, and contribute to the long-term success and sustainability of their organizations.

Programme Curriculum

Training Course on Strategic Advanced Human Resource Management: Driving Organizational Success

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Course Objectives:

1. Master Strategic HR Planning for organizational alignment.
2. Develop advanced Talent Acquisition Strategies for competitive advantage.
3. Implement effective Employee Engagement Programs for retention and productivity.
4. Design and execute impactful Performance Management Systems.
5. Lead and manage Organizational Development Initiatives for growth.
6. Utilize HR Analytics and Metrics for data-driven decision-making.
7. Navigate complex Labor Laws and Compliance effectively.
8. Develop and implement strategic Compensation and Benefits Packages.
9. Design and deliver impactful Learning and Development Programs.
10. Foster a Culture of Diversity, Equity, and Inclusion (DE&I).
11. Lead and manage Change Management Processes within organizations.
12. Implement effective Workforce Planning and Forecasting strategies.
13. Develop strong HR Business Partnering skills for strategic influence.

Target Audience:

1. HR Directors and VPs
2. Senior HR Managers
3. HR Business Partners
4. Talent Acquisition Specialists
5. Learning and Development Managers
6. Compensation and Benefits Managers
7. Organizational Development Consultants
8. Aspiring HR Leaders

Course Duration:

- 10 days

Course Modules:

Module 1: Foundations of Strategic Human Resource Management

- Defining and understanding the evolution of SHRM.
- The strategic role of HR in achieving organizational goals.
- Integrating HR strategy with overall business strategy.
- Analyzing the external and internal business environment.
- Developing a strategic HR framework.

Module 2: Advanced Talent Acquisition and Employer Branding

- Developing a compelling employer value proposition (EVP).
- Implementing advanced sourcing and recruitment techniques.
- Utilizing technology and data analytics in talent acquisition.
- Optimizing the candidate experience for strategic hiring.
- Measuring and improving the effectiveness of talent acquisition.

Module 3: Driving Employee Engagement and Retention Strategies

- Understanding the key drivers of employee engagement.
- Developing and implementing effective engagement initiatives.
- Measuring and analyzing employee engagement levels.
- Designing strategic retention programs to minimize turnover.
- Fostering a positive and supportive work environment.

Module 4: Strategic Performance Management and Development

- Designing and implementing strategic performance management systems.
- Setting clear and measurable performance expectations.
- Providing effective feedback and coaching for development.
- Integrating performance management with talent development.
- Utilizing performance data for strategic decision-making.

Module 5: Leading and Managing Organizational Development and Change

- Diagnosing organizational needs and identifying areas for development.
- Developing and implementing OD interventions for organizational effectiveness.
- Leading and managing organizational change initiatives effectively.
- Building organizational agility and resilience.
- Evaluating the impact of OD and change management efforts.

Module 6: Mastering HR Analytics and Data-Driven Decision Making

- Understanding key HR metrics and KPIs.
- Collecting, analyzing, and interpreting HR data effectively.
- Utilizing HR analytics to inform strategic decision-making.
- Developing HR dashboards and reports for stakeholders.
- Ethical considerations in HR data collection and analysis.

Module 7: Navigating Complex Labor Laws and Ensuring Compliance

- Understanding key labor laws and regulations relevant to the region.
- Developing and implementing HR policies and procedures for compliance.
- Managing employee relations and addressing legal issues proactively.
- Ensuring ethical and fair employment practices.
- Staying updated on changes in labor legislation.

Module 8: Strategic Compensation and Benefits Management

- Developing competitive and equitable compensation strategies.
- Designing comprehensive and cost-effective benefits packages.
- Understanding the legal and regulatory aspects of compensation and benefits.
- Communicating compensation and benefits programs effectively.
- Evaluating the effectiveness of compensation and benefits strategies.

Module 9: Designing and Delivering Impactful Learning and Development Programs

- Conducting thorough training needs assessments.
- Designing and developing engaging and effective learning programs.
- Utilizing various training methodologies and technologies.
- Evaluating the effectiveness and ROI of training initiatives.
- Fostering a culture of continuous learning and development.

Module 10: Cultivating a Culture of Diversity, Equity, and Inclusion (DE&I)

- Understanding the importance and benefits of DE&I in the workplace.
- Developing and implementing DE&I strategies and initiatives.
- Addressing unconscious bias and promoting inclusive behaviors.
- Measuring and tracking DE&I progress and impact.
- Creating a truly equitable and inclusive organizational culture.

Module 11: Leading and Managing Organizational Change Effectively

- Understanding different models and frameworks for change management.
- Identifying and addressing resistance to change.
- Communicating change effectively to stakeholders.
- Building support and engagement for change initiatives.
- Sustaining change and embedding new practices.

Module 12: Strategic Workforce Planning and Forecasting

- Understanding the importance of workforce planning for strategic goals.
- Analyzing current and future workforce needs.
- Developing workforce plans to address talent gaps and surpluses.
- Utilizing forecasting techniques and scenario planning.
- Integrating workforce planning with other HR functions.

Module 13: Developing Advanced HR Business Partnering Skills

- Understanding the role and responsibilities of an HR Business Partner.
- Building strong relationships with business leaders and stakeholders.
- Developing business acumen and understanding organizational strategy.
- Providing strategic HR advice and solutions to business challenges.
- Measuring the impact and value of HR Business Partnering.

Module 14: Leveraging Technology and Innovation in Strategic HR

- Exploring the latest HR technology trends and solutions.
- Implementing and managing HRIS and other HR technology platforms.
- Utilizing AI and automation in HR processes.
- Understanding the ethical implications of HR technology.
- Driving innovation in HR practices and processes.

Module 15: The Future of Strategic Human Resource Management

- Exploring emerging trends and challenges in SHRM.
- Understanding the impact of globalization and technological advancements.
- Developing strategies for future workforce needs.
- Building a resilient and adaptable HR function.
- Continuing professional development in strategic HR.

Training Methodology:

This course will employ a blended learning approach incorporating:

- **Interactive lectures and presentations:** Providing foundational knowledge and insights.
- **Case studies and group discussions:** Applying concepts to real-world scenarios and fostering peer learning.
- **Practical exercises and simulations:** Developing hands-on skills and strategic thinking.
- **Guest speaker sessions:** Gaining insights from industry experts and practitioners.
- **Individual and group assignments:** Reinforcing learning and encouraging critical analysis.

- **Online resources and tools:** Providing supplementary materials and facilitating ongoing learning.

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

Start Date	End Date	Location	Price
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

Ready to enroll or request a customized program? Book online or contact us:

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