

# € TRAINING

Conference on Leading Strategic HR  
Transformation



21 - 25 October 2024  
Paris (France)



# Conference on Leading Strategic HR Transformation

REF: C688 DATE: 21 - 25 October 2024 Venue: Paris (France) - Fee: 6555 Euro

## Introduction:

This conference is designed to equip HR professionals with the knowledge and skills to drive organizational change through strategic human resources initiatives. Through it participants will learn to align HR strategies with business objectives and navigate the complexities of organizational transformation.

## Conference Objectives:

By the end of this conference, participants will be able to:

- Understand the strategic role of HR in organizational transformation.
- Develop and implement HR strategies that support business goals.
- Lead change management initiatives within HR functions.
- Enhance HR processes to foster employee engagement and organizational effectiveness.
- Evaluate the impact of HR initiatives on business performance.

## Target Audience:

- HR Managers and Directors.
- Change Management Specialists.
- Organizational Development Professionals.
- Senior HR Leaders.
- Business Executives involved in HR strategy.

## Conference Outline:

### Unit 1:

#### Strategic HR Leadership:

- Defining strategic HR leadership roles and responsibilities.
- Aligning HR strategies with organizational goals and values.
- Leveraging HR analytics and metrics for strategic decision-making.

- Case studies on successful HR transformations.
- Developing a strategic HR roadmap for organizational change.

## Unit 2:

### Change Management in HR:

- Understanding the fundamentals of change management.
- Leading and managing HR transformation initiatives.
- Communicating change effectively within the organization.
- Overcoming resistance to HR change initiatives.
- Steps for Implementing sustainable HR change practices.

## Unit 3:

### Talent Management and Development:

- Steps for Designing and implementing effective talent management strategies.
- Developing leadership capabilities for HR transformation.
- Building a culture of continuous learning and development.
- Succession planning and talent pipeline management.
- Leveraging technology for talent acquisition and management.

## Unit 4:

### Employee Engagement and Performance:

- Strategies for enhancing employee engagement during transformation.
- Steps for Implementing performance management systems aligned with strategic goals.
- Designing reward and recognition programs to motivate employees.
- Monitoring and evaluating employee performance and productivity.
- Addressing diversity, equity, and inclusion in HR practices.

## Unit 5:



## HR Metrics and Measurement:

- Establishing key HR metrics and performance indicators.
- Conducting HR data analysis to inform decision-making.
- Utilizing HR analytics for workforce planning and optimization.
- Measuring the impact of HR initiatives on business outcomes.
- Continuous improvement and feedback mechanisms in HR processes.