

€ TRAINING

Strategic Human Resource Management



24 - 28 November 2024
Doha (Qatar)



Strategic Human Resource Management

REF: ST1801 DATE: 24 - 28 November 2024 Venue: Doha (Qatar) - Fee: 4475 Euro

Introduction:

This training program explores advanced strategies in human resource management that align with organizational goals to enhance performance and drive success. It empowers participants to implement strategic HR practices that foster a dynamic and competitive workforce.

Program Objectives:

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

- Develop strategic HR initiatives that support the overall business strategy.
- Enhance recruitment, retention, and development to meet organizational goals.
- Implement effective performance management systems that align with strategic objectives.
- Foster a culture that supports innovation and dynamic leadership.
- Measure and analyze HR contributions to organizational success.

Targeted Audience:

- HR Directors and Managers.
- Senior Executives involved in HR planning.
- Organizational Development Professionals.
- Strategic Planners.
- Personnel involved in the integration of HR strategy with business strategy.

Program Outline:

Unit 1:

Foundations of Strategic HR Management:

- Understanding the role of HRM in strategic planning.
- Aligning HR strategy with business objectives.
- Overview of strategic HR planning processes.

- Key components of strategic HR planning.
- The strategic role of HR in global contexts.

Unit 2:

Talent Acquisition and Management:

- Strategic approaches to recruiting and selecting talent.
- Techniques for aligning talent management with business needs.
- Methods of Developing and implementing effective onboarding strategies.
- Managing talent to foster organizational culture.
- Strategies for effective succession planning.

Unit 3:

Performance Management and Development:

- Methods of Designing performance management systems that drive strategic goals.
- Integrating performance management with employee development.
- Techniques for implementing continuous learning frameworks.
- Strategic approaches to employee feedback and development.
- Evaluating and enhancing performance management systems.

Unit 4:

Strategic Reward Systems:

- Developing compensation structures that motivate and retain.
- Aligning benefits with long-term business and employee needs.
- Techniques for Implementing strategic reward systems that drive performance.
- Balancing equity and competitiveness in reward strategies.
- Importance of Designing incentive and recognition programs that align with strategic objectives.

Unit 5:

HR Metrics and Analytics:

- Utilizing HR analytics for strategic decision-making.
- Key performance indicators for HR and how to track them.
- Applying analytics to improve strategic HR decision-making.
- Predictive analytics in managing workforce trends.
- Case studies on successful HR analytics implementations.