

€ TRAINING

Strategic HR

A group of four smiling business professionals (two men and two women) are seated at a table in a meeting room. They are all wearing white shirts. The woman in the foreground is wearing a black top and a multi-strand necklace. The background is a bright, modern office environment.

14 - 25 April 2025
Tbilisi (Georgia)



Strategic HR

REF: ST1278 DATE: 14 - 25 April 2025 Venue: Tbilisi (Georgia) - Fee: 9915 Euro

Introduction:

This training program is designed to transform human resource professionals into strategic partners within their organizations. It emphasizes the integration of HR strategies with overall business objectives, focusing on aligning workforce capabilities with long-term organizational goals.

Program Objectives:

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

- Understand the role of HR as a strategic partner in organizational success.
- Develop HR strategies that align with and support the business strategy.
- Implement effective talent management and development plans.
- Utilize HR analytics to drive business decisions and improve performance.
- Enhance employee engagement and organizational culture through strategic HR initiatives.

Targeted Audience:

- HR directors and managers.
- Senior HR professionals and business partners.
- Organizational development professionals.
- Leaders and executives who oversee HR functions.
- HR consultants and advisors focused on strategic planning.

Program Outline:

Unit 1:

Strategic HR Overview:

- Defining strategic HR and its importance to business success.
- Evolution of HR from administrative to strategic roles.
- Analyzing the link between strategic HR practices and organizational outcomes.

- Overview of strategic HR frameworks and models.

Unit 2:

Aligning HR Strategy with Business Strategy:

- Techniques for integrating HR planning with business planning.
- Methods for ensuring HR strategies support business objectives.
- Case studies on successful HR and business strategy alignments.
- Tools for strategic HR planning and execution.

Unit 3:

Talent Management Strategies:

- Designing talent acquisition strategies that meet future business needs.
- Developing retention strategies to maintain key talent.
- Implementing succession planning and leadership development.
- Strategies for workforce planning and talent forecasting.

Unit 4:

Employee Engagement and Culture:

- Techniques for measuring and enhancing employee engagement.
- Building a positive organizational culture that supports strategic objectives.
- Role of HR in driving cultural change.
- Strategies for aligning corporate values with employee behavior.

Unit 5:

Strategic Compensation and Benefits:

- Designing compensation structures that motivate and align with business goals.
- Innovative approaches to employee benefits that support strategic objectives.
- Pay-for-performance and other strategic compensation practices.

- Aligning total rewards with business outcomes.

Unit 6:

HR Analytics and Decision Making:

- Utilizing HR analytics for strategic decision-making.
- Tools and techniques for data collection and analysis.
- How analytics have transformed HR strategies.
- Building capabilities in HR analytics within the HR team.

Unit 7:

Change Management:

- HR's role in organizational change initiatives.
- Strategies for effective change management.
- Communicating change and managing resistance.
- Measuring the impact of change initiatives.

Unit 8:

Legal and Ethical Considerations in Strategic HR:

- Understanding compliance issues related to strategic HR practices.
- Ethical considerations in HR decision-making.
- Navigating complex labor laws and regulations.
- Best practices for ethical HR management.

Unit 9:

Global HR Strategies:

- Challenges and strategies for managing a global workforce.
- Cultural considerations in global HR practices.
- Developing global leadership capabilities.

- Strategies for international talent management.

Unit 10:

Future Trends in HR:

- Emerging trends and technologies impacting strategic HR.
- Preparing for the future of work and the evolving role of HR.
- Strategic implications of remote work and digital workplaces.
- Innovation and agility in HR practices.