

€ TRAINING

Leading Strategic HR Transformation



30 March - 3 April 2025
Istanbul (Turkey)



Leading Strategic HR Transformation

REF: ST221 DATE: 30 March - 3 April 2025 Venue: Istanbul (Turkey) - Fee: 5300 Euro

Introduction:

This training program is designed to guide HR professionals through the process of modernizing HR functions to align with strategic business objectives. Participants will learn to implement innovative HR practices, leverage technology, and manage change effectively to enhance organizational performance.

Program Objectives:

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

- Define the strategic role of HR in transformative processes.
- Deploy new HR technologies and data analytics to improve decision-making.
- Develop effective strategies for talent management and organizational culture enhancement.
- Apply change management principles to drive HR initiatives.
- Evaluate the impact of HR transformation on business outcomes.

Targeted Audience:

- Senior HR leaders and managers.
- Organizational change agents.
- Executives involved in strategic planning.
- HR consultants focused on organizational development.
- Professionals interested in the intersection of HR and technology.

Program Outline:

Unit 1:

Strategic Framework for HR Transformation:

- Examining the evolving role of HR in strategic management.
- Aligning HR objectives with business strategy.
- Identifying drivers of HR transformation within the industry.

- Analyzing case studies of successful HR strategic transformations.
- Establishing a roadmap for HR transformation initiatives.

Unit 2:

Technology and Innovation in HR:

- Exploring key HR technologies reshaping workplaces AI, Machine Learning, HRIS.
- Integrating digital tools to streamline HR operations and enhance user experience.
- Leveraging data analytics for workforce planning and decision support.
- Addressing challenges in adopting new technologies.
- Assessing the ROI of technology investments in HR.

Unit 3:

Talent Management and Development:

- Strategies for effective talent acquisition and retention.
- Importance of Implementing competency-based training and development programs.
- Designing succession plans that support long-term business goals.
- Building a culture of continuous learning and adaptation.
- Utilizing performance management systems to drive organizational growth.

Unit 4:

Leading Change in HR Practices:

- Principles of change management applicable to HR transformations.
- Engaging stakeholders through effective communication strategies.
- Overcoming resistance to change within the organization.
- Monitoring the implementation of new HR policies and practices.
- Sustaining change through leadership and commitment.

Unit 5:



Measuring and Analyzing HR Impact:

- Setting up KPIs to track the success of HR initiatives.
- Using feedback systems to gather insights on HR processes.
- Conducting impact analysis to determine the effectiveness of HR changes.
- Reporting findings to executives and stakeholders.
- Continuous improvement strategies for HR practices based on data.