€TRAINING

Advanced Strategic HR Technologies and Workforce Development

11 - 22 August 2025
Madrid (Spain)

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REF: H2162 DATE: 11 - 22 August 2025 Venue: Madrid (Spain) - Fee: 7950 Euro

Introduction:

This advanced training program explores sophisticated strategies and technologies in human resource management, focusing on cutting-edge HR technology, manpower planning, analysis, and development. It empowers participants to integrate innovative solutions and advanced methodologies to enhance HR practices and drive organizational excellence.

Program Objectives:

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

- Master advanced HR technology tools and their strategic applications.

- Implement and optimize comprehensive manpower planning and analysis.

- Develop and execute high-impact training and development programs.

- Utilize advanced data analytics to inform HR decisions.

- Stay ahead of emerging trends and technologies in HR management.

Targeted Audience:

- HR Managers.

- HR Technology Specialists.

- Training and Development Experts.

- Organizational Development Consultants.

- Senior HR Executives.

Program Outline:

Unit 1:

Advanced HR Technology Strategies:

- Evaluating and integrating cutting-edge HR technologies.

- Implementing AI and machine learning for HR processes.

- Managing digital transformation in HR.

- Optimizing HR systems for performance and efficiency.

- Measuring and enhancing the impact of HR technology on business outcomes.

Unit 2:

Strategic Manpower Planning:

- Advanced techniques for workforce forecasting and scenario planning.

- Using predictive analytics for manpower needs assessment.

- Developing and aligning strategic workforce plans with organizational objectives.

- Implementing talent management and succession planning frameworks.

- Addressing workforce gaps and skills shortages proactively.

Unit 3:

Advanced HR Analytics and Metrics:

- Developing and utilizing key HR performance indicators KPIs.

- Applying predictive and prescriptive analytics in HR decision-making.

- Conducting comprehensive organizational health diagnostics.

- Analyzing and interpreting employee data for actionable insights.

- Leveraging data to drive strategic HR initiatives and enhance performance.

Unit 4:

Innovative Training and Development Strategies:

- Designing and implementing cutting-edge training programs.

- Utilizing e-learning, virtual classrooms, and blended learning solutions.

- Developing and evaluating leadership and management training initiatives.

- Measuring the effectiveness and ROI of training programs.

- Adapting training strategies to meet evolving organizational needs.

Unit 5:

Employee Engagement and Retention Strategies:

- Advanced techniques for enhancing employee engagement.

- Implementing comprehensive employee retention programs.

- Analyzing engagement data and addressing disengagement.

- Creating a culture of recognition and reward.

- Leveraging technology to boost employee satisfaction and loyalty.

Unit 6:

Strategic Talent Acquisition:

- Developing innovative recruitment and sourcing strategies.

- Utilizing AI and data analytics for talent acquisition.

- Enhancing the candidate experience through technology.

- Building a strong employer brand and talent pipeline.

- Measuring the effectiveness of recruitment strategies.

Unit 7:

Leadership Development and Coaching:

- Designing and implementing executive coaching programs.

- Developing leadership competencies and succession planning.

- Utilizing feedback and assessments for leadership development.

- Creating personalized development plans for high-potential employees.

- Measuring the impact of leadership programs on organizational success.

Unit 8:

Change Management in HR:

- Implementing change management strategies in HR.

- Managing organizational change and transitions effectively.

- Utilizing change management models and frameworks.

- Addressing employee resistance and fostering adaptability.

- Evaluating the outcomes of change initiatives.

Unit 9:

Legal and Ethical Considerations in HR:

- Understanding and applying HR compliance and legal standards.

- Managing ethical issues and conflicts in HR practices.

- Implementing policies to ensure workplace fairness and equity.

- Staying updated on regulatory changes and their impact on HR.

- Addressing legal risks and mitigating compliance issues.

Unit 10:

Future Trends and Innovations in HR Management:

- Exploring emerging trends and technologies shaping the future of HR.

- Adapting to the rise of remote work and digital workplaces.

- Implementing strategies for continuous HR improvement and innovation.

- Preparing for future HR challenges and opportunities.

- Leveraging foresight to drive strategic HR planning and execution.