

# € TRAINING

Advanced Strategic HR Technologies and  
Workforce Development



18 - 29 November 2024  
Madrid (Spain)



# Advanced Strategic HR Technologies and Workforce Development

REF: H2162 DATE: 18 - 29 November 2024 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.