



**Strategic HR Management**

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## **Strategic HR Management**

**5 days training course**

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**For detailed information on training course dates, please click the link:**  
**[Strategic HR Management.](#)**



### Target Audience:

This course is designed for HR professionals, senior HR managers, executives, business leaders, and individuals responsible for managing human resources at an organizational level. It is suitable for professionals aiming to align HR strategies with business objectives, those interested in transforming HR into a strategic partner, and those looking to enhance their leadership skills within the HR domain. The course will also benefit professionals involved in talent management, organizational development, and performance management.

### Introduction:

The **Strategic HR Management** course equips participants with the knowledge and skills to transform the HR function into a strategic partner that contributes directly to organizational goals and competitive advantage. In this course, participants will learn how to align HR practices with business strategies, manage talent, improve employee engagement, and drive organizational performance through effective HR leadership. Key topics include strategic workforce planning, leadership development, succession planning, performance management, and the role of HR in shaping organizational culture. By the end of the course, participants will be equipped with the tools to create and execute HR strategies that support the broader objectives of the organization.

### Training Objectives:

- Understand the role of HR in strategic business planning and organizational success.
- Develop skills in aligning HR practices with overall business goals and strategies.
- Learn how to design and implement strategic workforce planning to support organizational growth.
- Gain insights into leadership development, talent management, and succession planning.
- Master the techniques for building high-performance teams and managing employee engagement.
- Understand how to create an inclusive and innovative organizational culture.
- Learn to utilize HR metrics and analytics for decision-making and measuring HR effectiveness.
- Understand the legal and ethical considerations in HR strategy and operations.

## Course Outline:

### Day 1: Introduction to Strategic HR Management

- Understanding HR's evolving role from administrative to strategic function
- The link between HR and organizational performance
- Aligning HR strategy with business strategy: The HR-Business Partnership Model
- Key areas of strategic HR management: Workforce planning, talent management, and employee engagement
- Practical exercise: Analyzing HR's role in your organization's strategy
- Case study: How leading organizations integrate HR into their business strategy

### Day 2: Strategic Workforce Planning

- What is workforce planning, and why is it strategic?
- Identifying talent gaps and forecasting future workforce needs
- Aligning workforce planning with business goals and objectives
- Workforce analytics: Using data to inform decisions on talent acquisition and retention
- Practical exercise: Developing a workforce plan based on organizational goals
- Case study: Strategic workforce planning in a growing business

### Day 3: Leadership Development and Succession Planning

- Building leadership pipelines to support business growth
- The role of HR in identifying and developing future leaders
- Succession planning: Aligning leadership development with organizational priorities
- Developing high-potential employees and succession strategies
- Practical exercise: Creating a leadership development program
- Case study: Successful succession planning in major corporations

### Day 4: Talent Management and Employee Engagement

- Attracting, developing, and retaining top talent
- Creating an employee value proposition (EVP) and employer brand
- Implementing performance management systems that align with strategic goals
- Employee engagement: Measuring, improving, and maintaining high engagement levels
- Practical exercise: Designing an employee engagement strategy for your organization
- Case study: Best practices in talent management and employee engagement

### Day 5: Organizational Culture and HR Metrics

- Defining and shaping organizational culture through HR practices
- Fostering a culture of innovation, inclusivity, and collaboration
- The role of HR in promoting values and ethical practices in the workplace
- Using HR metrics and analytics to drive business decisions and measure HR effectiveness
- Practical exercise: Developing HR metrics to evaluate HR initiatives
- Case study: How companies measure HR success through analytics and culture



## DOCUMENTATION

The **MTC team** has meticulously prepared **high-quality training materials** for distribution to all delegates.

## CERTIFICATES

An **accredited Certificate of Completion** will be awarded to participants who successfully attend and complete the program.

## SCHEDULE

Course sessions are scheduled as follows:

- **Morning Session:** 09:00 AM – 1:00 PM
- **Afternoon Session:** 01:00 PM – 05:00 PM

## REGISTRATION & PAYMENT

To register, please complete the **registration form** available on the course page and submit it with your **preferred payment method**. Alternatively, you can contact us via **email or WhatsApp** for assistance.

## TRAVEL & TRANSPORT

We ensure a **seamless travel experience** by providing **airport-hotel-airport** transfers for all participants.