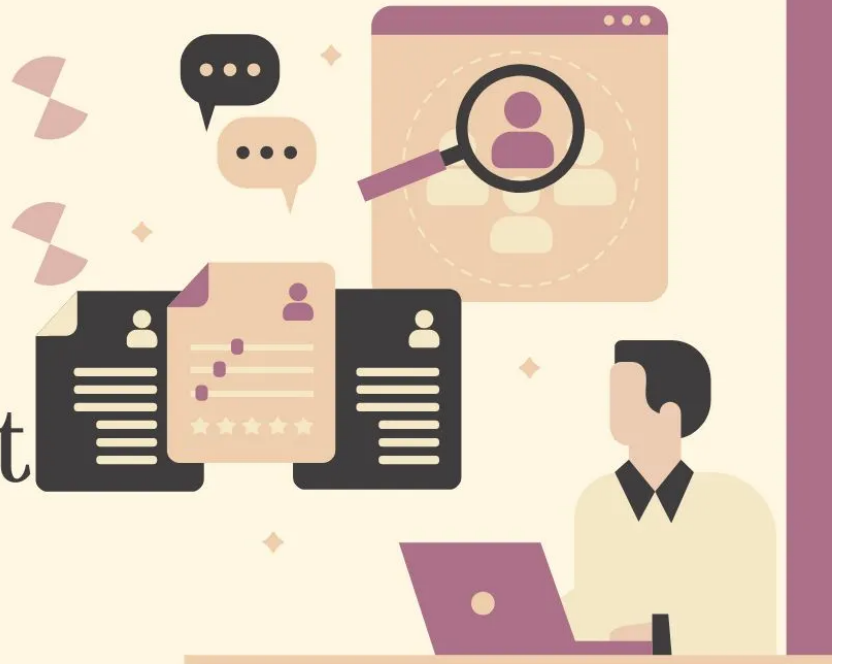# Strategic Human Resource Management & Organisational Excellence

Duration: 5 Days

Language: en

Course Code: PH1-131

Objective

Upon completion of this course, participants will be able to:

- Develop strategic HR plans that align with organisational vision.
- Implement effective talent acquisition, retention, and development strategies.
- Apply performance management systems to drive organisational success.
- Use HR analytics to measure and improve HR outcomes.

Audience

This course is intended for

- HR professionals aiming to move into strategic roles.
- Organisational leaders interested in leveraging HR for business success.
- Managers and directors looking to enhance their HR understanding.

Training Methodology

The course employs a blended learning approach, combining interactive lectures, group discussions, and practical case studies to ensure a comprehensive understanding of strategic HR management. Participants will engage in hands-on activities, simulations, and role-playing exercises that mirror real-world HR challenges, fostering the practical application of theoretical concepts. Additionally, participants will have access to online resources, including articles, videos, and tools, to support their learning journey. This method ensures learners can immediately apply what they've learned to their workplace contexts, enhancing retention and impact.

Summary

This course explores the strategic integration of human resources within organisational frameworks to enhance business performance. It is designed to equip HR professionals with the skills to align HR strategies with corporate goals, ensuring a sustainable competitive advantage.

Course Content & Outline

Section 1: Strategic HR Management Fundamentals

- Overview of HRM and Strategic HRM
- Strategic alignment of HR with business goals
- Stakeholder analysis in HR

Section 2: Talent Acquisition and Workforce Planning

- Workforce planning methodologies
- Innovative recruitment strategies
- Enhancing employer branding

Section 3: Performance Management Systems

- Designing and implementing performance management tools
- Goal setting and performance reviews
- Strategies for continuous improvement

Section 4: Talent Development and Succession Planning

- Learning and Development frameworks
- Career progression and succession planning

- Retention strategies for key talents

Section 5: HR Analytics and Organisational Culture

- Key metrics in HR analytics
- Building and sustaining a strong organisational culture
- Evaluating the impact of HR strategies

Certificate Description

Upon successful completion of this training course, delegates will be awarded a Holistique Training Certificate of Completion. For those who attend and complete the online training course, a Holistique Training e-Certificate will be provided.

Holistique Training Certificates are accredited by the British Assessment Council (BAC) and The CPD Certification Service (CPD), and are certified under ISO 9001, ISO 21001, and ISO 29993 standards.

CPD credits for this course are granted by our Certificates and will be reflected on the Holistique Training Certificate of Completion. In accordance with the standards of The CPD Certification Service, one CPD credit is awarded per hour of course attendance. A maximum of 50 CPD credits can be claimed for any single course we currently offer.

Categories

Human Resources Management (HRM), Management & Leadership

Tags

HR , Human Resource Management HR , Strategic HR Management

Related Articles

The Top 8 HR Metrics Every Organization Should Monitor

This article explores the "8 Essential HR Metrics in 2024," covering Recruitment, Employee Performance, Retention, Training, Compensation, Diversity, Satisfaction, and Safety. These metrics help HR professionals optimize operations and enhance workplace culture for strategic success.