

Strategic HR Leadership: Driving Organisational Impact Through People

Duration: 5 Days

Language: en

Course Code: PH1 - 141

Objective

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

- Understand the role of HR as a strategic business partner.
- Align HR strategies with organisational objectives and growth plans.
- Design and implement effective talent management frameworks.
- Lead culture change and manage workforce transformation.
- Use people analytics to drive insight-led HR decisions.

- Develop inclusive leadership capabilities and succession strategies.

Audience

This course is designed for:

- HR Directors and Senior HR Managers.
- Organisational Development Specialists.
- HR Business Partners.
- Talent and Leadership Development Professionals.
- Executives aiming to integrate HR into strategic planning.
- HR professionals transitioning into leadership roles.

Training Methodology

The course combines instructor-led modules, interactive group work, case study analysis, and strategic HR simulations. Real-life scenarios and global best practices are used to ensure practical application of strategic frameworks and leadership tools.

Summary

In today’s dynamic business environment, Human Resources (HR) has evolved from a support function into a strategic driver of organisational success. This course empowers HR professionals to adopt a strategic mindset, align talent initiatives with business goals, and lead transformative HR practices that shape culture, performance, and long-term value.

Participants will explore the core principles of strategic HR leadership—linking workforce planning with corporate strategy, managing change, developing leadership pipelines, and using people analytics for evidence-based decisions. Through practical tools, case studies, and peer collaboration, participants will emerge with the insights and capabilities to lead HR at the executive level.

Course Content & Outline

Section 1: HR as a Strategic Partner

- The evolution of HR: From operations to strategy.
- Understanding business drivers and aligning HR accordingly.
- HR’s influence in corporate boardrooms.
- Key capabilities of strategic HR leaders.
- Case study: HR-led business transformation.

Section 2: Workforce Planning and Organisational Strategy

- Strategic workforce planning and forecasting talent needs.
- Building agile workforce models for changing environments.
- Linking competency frameworks to long-term goals.
- Scenario planning and strategic decision-making in HR.
- Activity: Develop a workforce strategy for a growth plan.

Section 3: Talent and Leadership Development

- Identifying high-potential employees and building leadership pipelines.
- Succession planning for key roles.
- Strategic learning and development programs.
- Coaching and mentoring as leadership tools.
- Case study: Leadership development in multinational firms.

Section 4: Driving Culture and Change

- Leading culture transformation initiatives.
- Managing resistance and engagement during change.
- Integrating DEI (Diversity, Equity, Inclusion) into strategic goals.
- Communication strategies for HR-led change.
- Role-play: Navigating leadership through organisational change.

Section 5: People Analytics for Strategic Insight

- Introduction to people analytics and data-driven HR.
- Metrics that matter: Engagement, retention, performance, ROI.
- Tools and dashboards for HR analytics.

- Using predictive analytics for workforce planning.
- Workshop: Build an HR analytics presentation for executives.

Section 6: Executive HR Leadership and Governance

- HR’s role in corporate governance and risk management.
- Shaping ethical and sustainable HR policies.
- Influencing executive decision-making.
- Representing HR in M&A, restructuring, and innovation.
- Final simulation: HR leadership in a boardroom strategy meeting.

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 CPD Certification Service (CPD), and are certified under ISO 9001 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, Project Management

Tags

Organisational Strategy, HR Leadership, Leadership Development

Related Articles



Understanding The Human Resources Life Cycle: A Comprehensive Guide

Discover the HR life cycle, a structured approach to managing the employment relationship. Explore the importance of its five stages, from recruitment to retirement, and understand how it optimises human capital, fosters engagement, and aligns HR practices with organisational goals. Unlock the secrets to successful employee management.