



Leading HR Strategy: From Theories To Real- World Practice

13 - 17 Apr 2027
Paris



Leading HR Strategy: From Theories To Real-World Practice

Ref.: 36052_4406 **Date:** 13 - 17 Apr 2027 **Location:** Paris **Fees:** 5700 **Euro**

Course Overview:

This course serves as a transformative conduit between conceptual human resources management and its practical implementation. 'Turning HR Strategy Into Reality' is a comprehensive HR course designed to equip HR professionals with the skills to become strategic business partners. Our robust human resources training aligns HR strategy with business goals, utilizing strategic planning and management techniques. Participants learn to use HR metrics and KPIs to monitor and improve performance. In essence, this HR course turns HR professionals into strategic drivers of organizational success.

Target Audience:

- HR Professionals looking to transition into strategic roles
- Mid to Senior level managers looking to integrate HR strategy into their departments
- Individuals in HR looking to understand and implement HR metrics and KPIs
- Employees seeking to upskill with HR courses for future career progression

Targeted Organizational Departments:

- Human Resources Department, particularly strategic HR teams
- Operations Department, where HR strategy can streamline employee management
- Management Team, to understand how HR can be a strategic partner
- Training and Development Departments, for developing and implementing HR training programs



Targeted Industries:

- Industries with large workforces such as Manufacturing and Retail, where effective HR strategy can have substantial impacts
- Service industries, where human resources management is central to success
- Industries undergoing digital transformation, where strategic HR can play a key role in change management
- Any industry where HR is transitioning from operational to strategic roles

Course Offerings:

- Comprehensive understanding of HR as a strategic business partner
- Hands-on experience with HR KPIs and HR metrics
- Immersion in strategic planning and management in the context of HR
- Practical application of knowledge learned from human resources courses

Training Methodology:

The training methodology incorporates interactive sessions, case studies, group work, and feedback sessions to provide a hands-on understanding of strategic HR planning. Participants will get an opportunity to work on real-world HR problems, develop HR strategic plans, and understand how to transform HR into a strategic partner role.

Course Toolbox:

- Digital HR Management Software for tracking and interpreting HR KPIs
- A range of HR courses reading materials for deeper understanding
- Strategic HR Management Templates and Checklists for practical application
- Scenario-based learning modules for understanding HR in real-world contexts
- Access to interactive forums for discussion and networking with other HR professionals

Course Agenda:



Day 1: Introduction to HR Strategy and Its Role

- Topic 1: Background to HR strategy
- Topic 2: Development and evolution of Human Resources strategy
- Topic 3: Establishing the HR strategy process
- Topic 4: Exploring the linkages in practice - key themes
- Reflection & Review: Reflect on the role and importance of HR strategy in the organization

Day 2: HR Strategy From Theoretical Knowledge To Real-World Practice

- Topic 1: Categories of linkages - corporate and HR strategies
- Topic 2: Results and implications of strategic HR research
- Topic 3: Conclusions and implications for theory and practice
- Reflection & Review: Reflect on the deep dive into HR strategy and its theoretical and practical implications

Day 3: Strategic Human Resource Development and Planning

- Topic 1: Understanding strategic HR planning and development
- Topic 2: Creation of a strategic HR planning and development process
- Topic 3: Creating organizational scenarios for HR strategy
- Topic 4: Case Study: Nycomed Amersham Life Sciences
- Reflection & Review: Reflect on strategic HR development and planning in real-world scenarios

Day 4: Managing HR Strategy Programmes and Projects

- Topic 1: Understanding the implementation process of HR strategies
- Topic 2: Tools for analysing HR strategy breakthroughs
- Reflection & Review: Reflect on the tools and techniques for managing HR strategy programmes and projects



Day 5: Conclusion: Implementing Lessons from HR Strategy

- Topic 1: Review of key lessons from the course
- Topic 2: Practical applications of HR strategy in the workplace
- Topic 3: Future trends in HR strategy and planning
- Reflection & Review: Reflect on the course learnings and their application to the real world of HR strategy

How This Course is Different from Other HR Strategic Courses:

Our course uniquely focuses on not just theoretical understanding but practical application of strategic HR concepts. We provide extensive resources for participants to apply learning from HR courses to their real-world professional contexts. Our emphasis on strategic planning and management, HR metrics, and training for HR uniquely positions this course to transform HR professionals into strategic business partners.



Training Course Categories

Agile PM and Project Management Training Courses

Communication and Public Relations Training Courses

Environment & Sustainability Training Courses

Governance, Risk and Compliance Training Courses

IT Security Training & IT Training Courses

Legal Training, Procurement and Contracting Courses

Marketing, Customer Relations, and Sales Courses

Personal & Self-Development Training Courses

Secretarial and Administration Training Courses

Certified Courses By International Bodies

Data Analytics Training and Data Science Courses

Finance and Accounting Training Courses

Human Resources Training and Development Courses

Leadership and Management Training Courses

Maintenance Training and Engineering Training Courses

Occupational Health, Safety and Security Training Courses

Quality and Operations Management Training Courses



Training Cities

Abu Dhabi UAE	Accra Ghana	Al Jubail Saudi Arabia
Amman Jordan	Amsterdam Netherlands	Athens Greece
Baku Azerbaijan	Bangkok Thailand	Barcelona Spain
Berlin Germany	Cairo Egypt	Cape town South Africa
Casablanca Morocco	Chicago USA	Doha Qatar
Dubai UAE	Frankfurt Germany	Geneva Switzerland
Istanbul Turkey	Jakarta Indonesia	Johannesburg South Africa
Kuala Lumpur Malaysia	Kuwait Kuwait	Langkawi Malaysia
Lisbon Portugal	London UK	Madrid Spain
Manama Bahrain	Marbella Spain	Milan Italy
Montreux Switzerland	Munich Germany	Muscat Oman
Nairobi Kenya	New York USA	Paris France
Phuket Thailand	Porto Portugal	Prague Czech Republic



Training Cities

Riyadh

Saudi Arabia

Rome

Italy

San Diego

USA

Seoul

South Korea

Sharm El-Sheikh

Egypt

Singapore

Singapore

Tashkent

Uzbekistan

Tbilisi

Georgia

Tokyo

Japan

Toronto

Canada

Trabzon

Turkey

Vienna

Austria

Zanzibar

Tanzania

Zoom

Online Training