

Leading HR Strategy: From Theories To Real-World Practice

19 – 23 April 2027
Amsterdam

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Training Center

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Ref: 36052_4423 **Date:** 19 – 23 April 2027 **Location:** Amsterdam **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

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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

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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

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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.