GLOBAL
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Minds

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Strategic Human Resources Management

TRAIN

Course Overview:
The Strategic Human Resources Management course is designed to equip HR professionals, managers, and organizational leaders with the knowledge and skills required to align HR strategies with organizational goals. This intensive five-day program will explore strategic HR planning, talent acquisition, employee development, performance management, and HR analytics.

Course Goals:
Upon completing this course, participants will be able to:
1- Understand the role of HR in driving organizational strategy
2- Develop and implement HR strategies that align with business objectives
3- Attract and retain top talent through effective talent management
4- Enhance employee performance and engagement
5- Utilize HR analytics for data-driven decision-making
6- Create a roadmap for strategic HR initiatives in their organizations

Course Structure:
Day 1: Introduction to Strategic HR Management
- The Evolution of HR Management
- The Strategic Role of HR in Organizations
- Aligning HR with Organizational Strategy
- The HR Strategic Planning Process
- SWOT Analysis in HR
- Group Discussion: HR's Role in Strategy
Day 2: Talent Acquisition and Management
- Talent Acquisition Strategies
- Employer Branding and Recruitment Marketing
- Selection and Onboarding Best Practices
- Diversity and Inclusion in Talent Management
- Succession Planning and Career Development
- Talent Retention Strategies
Day 3: Performance Management and Employee Development
- Performance Appraisal and Feedback
- Goal Setting and KPIs
- Employee Engagement and Motivation
- Coaching and Mentoring
- Training and Development Programs
- Building High-Performance Teams
Day 4: HR Analytics and Data-Driven Decision-Making
- Introduction to HR Analytics
- Data Collection and Analysis Tools
- Metrics and Key Performance Indicators (KPIs)
- Predictive Analytics in HR
- Reporting and Dashboards
- Case Studies: Using HR Analytics for Strategic Insights
Day 5: Strategic HR Implementation and Future Trends

- Creating an HR Strategic Plan
- Change Management in HR Initiatives
- Examining Emerging HR Trends (AI, Remote Work, etc)
- Continuous Improvement in HR Strategy
- Course Recap, Q&A