MERCURY

HR Leadership in Performance & Talent Optimization

9 – 13 August 2027
Milan (Italy)



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Introduction

Modern organizations require HR leaders who can align workforce performance with strategic business priorities while building a sustainable talent ecosystem. The HR Leadership in Performance & Talent Optimization course strengthens leadership capabilities in performance management, talent development, workforce engagement, and organizational effectiveness. It explores advanced approaches to optimizing employee performance, succession planning, leadership development, and high-potential talent management in dynamic business environments. Participants examine how HR leadership supports productivity improvement, retention strategies, employee experience, and workforce transformation through structured performance systems and people-focused leadership practices. The program focuses on strategic HR planning, competency-based talent management, data-driven HR decision-making, and continuous performance improvement methodologies. Through practical theoretical learning, participants gain the ability to design modern HR performance frameworks that enhance organizational growth, employee capability, and long-term business sustainability.

Targeted Groups

This HR Leadership in Performance & Talent Optimization training targets professionals seeking knowledge and skills:

- HR managers and HR business partners.
- Talent management and workforce planning specialists.
- Learning and development professionals.
- Organizational development coordinators.
- Performance management supervisors.
- Employee engagement and retention specialists.
- Leadership development professionals.
- Recruitment and succession planning officers.
- Department heads managing workforce performance.
- Professionals transitioning into strategic HR leadership roles.
- Human capital consultants and advisors.
- Professionals responsible for workforce optimization initiatives.

Course Objectives

Participants will achieve the following objectives by completing the HR Leadership in Performance & Talent Optimization course:

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- Understand strategic HR leadership principles in modern organizations.
- Analyze workforce performance management systems effectively.
- Develop employee performance optimization strategies.
- Strengthen methods for talent acquisition and retention planning.
- Apply competency-based leadership development frameworks.
- Evaluate employee engagement and productivity indicators.
- Improve succession planning and talent pipeline management.
- Design measurable performance appraisal processes.
- Integrate HR analytics into workforce decision-making.
- Identify methods for improving organizational effectiveness.
- Examine leadership approaches that support high-performing teams.
- Enhance communication and coaching within HR leadership roles.
- Explore workforce transformation and change management practices.
- Support continuous learning and professional growth initiatives.
- Build sustainable talent management strategies aligned with business goals.

Targeted Competencies

Participants will gain the following competencies during the HR Leadership in Performance & Talent Optimization program:

- Strategic workforce planning and alignment skills.
- Leadership capabilities in talent optimization practices.
- Employee performance evaluation and improvement techniques.
- HR analytics interpretation and reporting abilities.
- Talent retention and engagement management skills.
- Competency mapping and workforce assessment capabilities.
- Succession planning and leadership pipeline development.
- Organizational performance monitoring techniques.
- Coaching and employee development leadership practices.
- Change management and workforce transformation skills.
- Communication and collaboration management abilities.
- Decision-making based on HR performance indicators.
- Problem-solving within human capital management environments.
- Professional HR leadership and strategic planning capabilities.

Studying Scenarios

In this HR Leadership in Performance & Talent Optimization training, participants develop skills through the following scenarios:

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- Evaluating employee performance improvement challenges within growing organizations.
- Analyzing workforce retention issues and engagement performance gaps.
- Designing strategic succession planning models for leadership continuity.
- Reviewing HR analytics reports to support workforce decisions.
- Managing organizational change affecting employee productivity and morale.
- Developing talent development strategies for high-potential employees.
- Assessing leadership effectiveness in performance-driven environments.
- Improving communication practices between HR leaders and departments.

Course Content

Unit 1: Foundations of HR Leadership and Workforce Performance

- Define modern HR leadership within strategic business environments.
- Examine the relationship between HR strategy and organizational growth.
- Identify leadership responsibilities in workforce performance management.
- Understand the evolution of talent optimization practices.
- Analyze the impact of leadership on employee productivity.
- Explore strategic workforce planning concepts and frameworks.
- Evaluate organizational culture and employee performance alignment.
- Discuss ethical leadership within human resources management.

Unit 2: Performance Management Systems and Employee Optimization

- Understand integrated employee performance management systems.
- Explore performance appraisal methods and evaluation techniques.
- Examine KPI development for workforce performance measurement.
- Analyze continuous feedback and performance coaching approaches.
- Identify strategies for improving employee accountability.
- Assess performance gaps using structured evaluation frameworks.
- Explore employee productivity improvement methodologies.
- Review performance benchmarking within competitive industries.
- Understand reward systems linked to workforce performance outcomes.

Unit 3: Talent Management and Leadership Development

- Define talent optimization and the principles of strategic talent management.
- Examine talent acquisition strategies for organizational success.
- Explore methods for identifying high-potential employees.
- Understand competency-based recruitment and workforce selection.
- Analyze succession planning models and leadership continuity.
- Evaluate leadership development frameworks within organizations.
- Identify strategies for employee career development planning.
- Examine mentoring and coaching approaches for leadership growth.
- Discuss workforce retention strategies and employee loyalty initiatives.

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Unit 4: Employee Engagement, HR Analytics, and Organizational Effectiveness

- Define the concepts of employee engagement and organizational commitment.
- Analyze workforce engagement indicators and performance outcomes.
- Explore methods for measuring employee satisfaction and morale.
- Understand the role of HR analytics in decision-making.
- Examine workforce data interpretation and reporting techniques.
- Evaluate turnover analysis and retention performance metrics.
- Identify communication strategies that improve workforce collaboration.
- Explore practices for enhancing diversity, inclusion, and workplace culture.
- Assess organizational effectiveness through workforce performance indicators.

Unit 5: Strategic HR Transformation and Sustainable Workforce Leadership

- Understand workforce transformation in modern organizations.
- Explore strategic change management within HR leadership.
- Analyze digital HR transformation and automation trends.
- Examine leadership strategies for hybrid and remote workforces.
- Identify future workforce challenges and approaches to talent sustainability.
- Evaluate innovation in human capital management systems.
- Explore continuous learning and workforce upskilling initiatives.
- Assess risk management in workforce planning and HR operations.
- Develop long-term HR leadership strategies supporting business sustainability.

Final Insights & Key Takeaways

Effective HR leadership combines workforce performance management, talent optimization, employee engagement, and strategic planning to create sustainable organizational success. Participants completing this course gain the theoretical knowledge required to strengthen leadership effectiveness, optimize human capital performance, and support long-term workforce growth within a competitive business environment.