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Leading Strategic HR Transformation Conference

27 September – 1 October 2027
Nairobi (Kenya)



Dubai - UAE: +971 4 450 5697
Istanbul - Türkiye: +90 539 599 1206
Amman - Jordan: +962 79 712 3347

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Ref: 8224_1060441 **Date:** 27 September – 1 October 2027 **Location:** Nairobi (Kenya) **Fees:** 5300 Euro

Introduction:

As the human resources role continues to evolve, the need for HR professionals to operate strategically within the business is more crucial than ever before. The Chartered Institute of Personnel and Development has emphasized this new demand for HR to be recognized as a strategic partner. So, what is strategic HR? It involves transforming traditional HR functions into strategic initiatives that support and drive overarching business goals.

This strategic HR transformation and leadership conference aims to address the transformation, equipping participants with the skills and knowledge necessary to transition from being just service providers to becoming vital strategic partners. This transition adds significant value to the organization.

The strategic HR transformation and leadership workshop can help HR personnel attain executive-level positions backed by a strategic HR leadership certificate program or strategic HR certification. Mastering the strategic process within HR plays a pivotal role in transforming organizations.

The Role of Strategic HR Leader:

Strategic HR leadership involves influencing the organization's direction through effective human resource management strategies. The role of a strategic HR leader encompasses a wide range of responsibilities, including aligning HR strategy with business objectives, acting as an agent of continuous transformation, and fostering an environment where HR can contribute to growth as a strategic partner.

This strategic HR transformation and leadership seminar is part of the HR transformation strategy that enables HR to drive organizational change and innovation.

Targeted Groups:

- All HR Staff and HR Practitioners.
- HR Managers and Directors.
- HR Business Partners.
- This strategic HR transformation and leadership conference is for anyone interested in understanding strategic HR.
- Individuals transitioning into HR roles from other disciplines.

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Conference Objectives:

By the end of this transformative conference, participants will:

- Master the new strategic HR process.
- Transform strategic requirements into HR objectives with the 6 S model.
- Develop strategic HR action plans aligned with business goals.
- Provide innovative and predictive HR insights.
- Conduct business information interviews and effectively present results.
- Understand the future landscape of employment and performance management.
- Enhance their professional confidence in strategic HR roles.
- Formulate business action plans to delegate strategic HR initiatives.
- Interpret current trends to optimize human capital investments.
- Demonstrate fiscal responsibility and calculate return on investment ROI for HR projects.
- Identify and respond to emergency planning within HR.
- Lead an HR team towards producing strategic outcomes.

Targeted Competencies:

At the end of this strategic HR transformation and leadership conference, the target competencies will be able to:

- Strategic thinking with the 4-step model.
- Planning.
- Analytical thinking.
- Creativity and innovative problem-solving.
- Proficiency in the 6 S HR strategy model.
- Construction of business action plans.
- Utilization of HR statistical tools and software.
- Personal presentation skills and preparing executive briefings.
- Knowledge of international HR law.
- Expertise in manpower planning and HR digital transformation certification.

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Conference Content:

Unit 1: The Formulation of Strategy:

- The importance of elevating HR to the executive level.
- How does strategy align with vision, mission, and operations?
- The traditional strategic planning approach vs. the new HR model.
- Ten steps to crafting an HR strategy.
- Understanding and applying the strategic HR model.

Unit 2: Translating Strategic Requirements into Business Action Plans:

- The creation of HR budgets.
- Formulating strategic objectives using the HR 6 S model.
- Constructing business and strategic action plans.
- Committing to strategic action plans and ramifications of non-execution.
- Producing executive-level financial information and spending analysis.

Unit 3: Mastering Predictive Trends & Management Information:

- Understanding the broader business landscape.
- The necessity for executives to have predictive HR information.
- Trend analysis and its applications in HR.
- Software tools for predictive planning.
- Other predictive elements like succession and emergency planning should be considered.

Unit 4: Key Performance Factors - Maximizing Human Capital:

- Tools to measure organizational maturity and corporate culture.
- The correlation between performance and competence.
- Methods for valuing human capital.
- Identifying critical performance indicators.
- Presentation techniques for executive audiences.

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Unit 5: Understanding and Acting on High-Level HR Trends:

- Global employment and diversity inclusion trends.
- Business trends affecting leadership and team dynamics.
- Evolving HR trends and the strategic response.

Conclusion:

By attending the Leading Strategic HR Transformation Conference, participants will gain insights into strategic HR leadership's role. They will also acquire practical tools and techniques for HR strategy training, preparing them to be the driving force behind HR transformation within their organizations.