MERCURY

The Complete Strategic Human Resource Management (SHRM)

12 – 16 April 2027
Cape Town (South Africa)



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

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Ref: 15255_1062792 **Date:** 12 – 16 April 2027 **Location:** Cape Town (South Africa) **Fees:** 5300 Euro

Introduction:

In a VUCA world, Strategic HRM is becoming critically important for those who hold or aspire to have strategic roles in their organizations to translate top management strategies into HR strategies and plans. This strategic human resource management SHRM Training creates an aligned and responsive organization.

The complete SHRM training course will empower HR strategic managers to enhance their insights into creating an agile workforce and elucidate what strategic human resource management entails. The course aims to cascade the competency phenomenon to encompass all HR practices and procedures, amplifying the importance of strategic human resource management.

The benefits of SHRM are vast, including improved employee performance, higher job satisfaction, and greater organizational effectiveness. Strategic HRM's purpose is not only to address the immediate needs of the workforce but also to anticipate future challenges and opportunities through strategic human resource management planning processes and tools.

The principles of SHRM constitute the foundation of a robust strategic HR framework. Emphasizing why strategic human resource management is important, this course leads participants through essential SHRM strategic human resource management processes, enabling them to leverage HR effectively as a significant contributor to their organizations' success.

Strategic Human Resource Management Meaning and Definition:

Strategic Human Resource Management SHRM is a proactive approach to managing a company's human resources to support long-term business goals and outcomes. Understanding the meaning and definition of STRM is vital for strategically aligning HR policies and procedures with the company's overall strategy.

A strategic human resource management course can be invaluable for anyone seeking to deepen their understanding of SHRM. This course provides participants with critical insights, frameworks, and competencies to be successful in their strategic HR roles.

Targeted Groups:

- HR Directors.
- HR Strategic Managers.
- Those Who are Nominated to Strategic HR Roles.

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Course Objectives:

At the end of this strategic human resource management SHRM course, participants will be able to:

- Conduct a Strategic Environmental Analysis.
- Draft HR Strategies in alignment with the Organizational Strategy.
- Lead the development of an Organizational Competency Dictionary.
- Audit the current HR Strategic Ends, Means, Directives, and Activities.
- Launch Initiatives Towards Improving the Employee Journey and the Learning Environment.
- Improve the degree of alignment between L&D KPIs and other perspectives of the organization.

Targeted Competencies:

By the end of this strategic human resource management SHRM course, target competencies will be able to:

- The Global Trends in Human Resources Management
- Assess Influencers and Drafting Strategies
- Create a Mutual Understanding Across HR Functions
- Audit the Process Creating an Outstanding Employee Journey
- Audit the Process Creating an Outstanding Employee Journey Part 2.

Course Content:

Unit 1: The Global Trends in Human Resources Management:

- The Meaning of VUCA World.
- The Future of Workforce Global Trends.
- Changing the Mentality from Jobs to Roles.
- Align the HR Strategy with the Business Strategy Using the Business Motivation Model BMM.
- HR Ends Vision, Goals, Objectives.
- HR Means Mission, Strategies, Tactics.
- HR Directives Rules and Policies.

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Unit 2: Assessing Influencers and Drafting Strategies:

- Conduct the HR PESTEL and SWOT.
- Understand Business influencers before drafting a strategy.
- Cascade the Strategy to Executive levels.
- Analyze the workloads and the competency needs.
- Develop a Competency Dictionary with Behavioral Indicators.

Unit 3: Creating a Mutual Understanding Across HR Functions:

- Competencies and Manpower Planning.
- Competencies and OD Job Designing, Succession Plans, and Replacement Charts.
- Competencies and The Job Evaluation Beyond Hay Group Method.
- Competencies and The Recruiting Process.
- Competencies and Payroll.

Unit 4: Auditing the Process Creating an Outstanding Employee Journey:

- Revisiting Orientation Process.
- Revisit The Learning & Development KPIs.
- Revisit The Training Needs Assessment and Finding Competency Gaps.
- Revisiting Training Activities and Assure Closing Competency Gaps.
- Create a Favorable Organizational Culture Launching Initiatives.

Unit 5: Auditing the Process Creating an Outstanding Employee Journey Part 2:

- HR Retaining Programs Cost-Benefit Analysis.
- Calculate the Cost of Turnovers.
- Analyze the Exit Plans Terminations, Retirement Plans.
- Enhance Organizational Learning and Creating Transferable Bodies of Knowledge.