MERCURY

HR Leadership Skills for Strategic Decision-Making

14 – 18 December 2026
Dar es Salaam (Tanzania)



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Introduction

The HR Leadership Skills for Strategic Decision-Making course strengthens HR professionals' and organizational leaders' ability to make informed, data-driven, and strategically aligned decisions in dynamic business environments. It explores how human resource leadership contributes to organizational growth, workforce stability, talent management, and long-term business sustainability. Participants examine modern HR leadership practices, strategic workforce planning, employee engagement approaches, and performance-driven decision models that support business transformation. The program focuses on analytical thinking, leadership communication, conflict resolution, organizational behavior, and evidence-based HR management practices that improve operational effectiveness. Through practical frameworks and real-world business scenarios, participants develop the ability to align human capital strategies with corporate objectives and organizational priorities. Participants gain advanced knowledge in strategic HR leadership, workforce decision-making, leadership development, and organizational performance improvement.

Targeted Groups

This HR Leadership Skills for Strategic Decision-Making training targets professionals seeking knowledge and skills:

- HR managers and HR business partners.
- Talent management specialists and recruiters.
- Organizational development professionals.
- Workforce planning and employee relations officers.
- Team leaders and department supervisors.
- Senior administrators managing human capital functions.
- Learning and development professionals.
- Performance management specialists.
- Executives involved in strategic workforce decisions.
- Professionals seeking leadership skills in human resources.
- Consultants working in HR transformation projects.
- Professionals preparing for leadership positions.

Course Objectives

Participants will achieve the following objectives by completing the HR Leadership Skills for Strategic Decision-Making course:

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- Understand the strategic role of HR leadership in organizations.
- Analyze workforce challenges using structured decision methods.
- Improve leadership communication and influence techniques.
- Develop strategic workforce planning capabilities.
- Strengthen organizational problem-solving skills.
- Evaluate HR metrics and workforce analytics effectively.
- Apply decision-making frameworks in HR operations.
- Improve employee engagement and retention planning.
- Support organizational change through leadership practices.
- Enhance performance management decision processes.
- Build effective leadership approaches for diverse teams.
- Identify risks affecting workforce productivity and stability.
- Align HR initiatives with business goals and operational priorities.
- Improve conflict management and negotiation capabilities.
- Develop succession-planning and leadership-development strategies.
- Strengthen ethical and compliant HR decision-making practices.

Targeted Competencies

Participants will gain the following competencies during the HR Leadership Skills for Strategic Decision-Making program:

- Strategic human resource leadership.
- Workforce planning and organizational alignment.
- Leadership communication and professional influence.
- HR analytics and workforce data interpretation.
- Employee engagement and retention management.
- Organizational problem-solving and critical thinking.
- Performance evaluation and talent assessment.
- Strategic decision-making under operational pressure.
- Conflict resolution and negotiation management.
- Change leadership and organizational transformation.
- Risk identification within HR operations.
- Leadership coaching and team development.
- Policy evaluation and workforce governance.
- Business-oriented HR planning capabilities.
- Decision support using HR performance indicators.

Studying Scenarios

In this HR Leadership Skills for Strategic Decision-Making training, participants develop skills through the following scenarios:

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- Evaluating workforce restructuring during organizational change.
- Managing employee retention in competitive industries.
- Solving performance and productivity challenges.
- Analyzing HR metrics to support executive decisions.
- Leading teams during operational uncertainty.
- Handling workplace conflict and communication barriers.
- Developing succession plans for critical positions.
- Responding to employee engagement and morale issues.
- Supporting strategic hiring and workforce planning initiatives.
- Improving leadership effectiveness through practical HR cases.

Course Content

Unit 1: Foundations of HR Leadership and Strategic Thinking

- Define the principles of modern HR leadership and strategic management.
- Explain the relationship between HR strategy and business goals.
- Identify leadership responsibilities within human resource management.
- Analyze organizational structures and workforce alignment.
- Understand strategic planning processes in HR operations.
- Examine leadership styles used in workforce management.
- Explore ethical leadership practices in HR environments.
- Evaluate leadership influence on organizational performance.
- Assess the role of HR leaders in business sustainability.

Unit 2: Strategic Decision-Making in Human Resource Management

- Define strategic decision-making models used in HR leadership.
- Identify factors influencing HR decisions in organizations.
- Analyze workforce challenges using structured evaluation methods.
- Assess risk management practices in HR operations.
- Evaluate employee relations issues affecting business continuity.
- Examine decision-making during organizational transformation.
- Understand the impact of labor market trends on HR planning.
- Apply analytical thinking to workforce management challenges.
- Review case studies involving strategic HR decisions.

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Unit 3: Leadership Communication and Workforce Influence

- Explain the importance of communication in HR leadership.
- Develop professional communication strategies for HR managers.
- Analyze barriers affecting workplace communication effectiveness.
- Improve negotiation approaches in employee relations situations.
- Understand leadership influence in team performance management.
- Explore methods for motivating diverse workforce groups.
- Examine communication techniques during organizational change.
- Strengthen conflict management and resolution capabilities.
- Assess leadership credibility and employee trust-building practices.

Unit 4: Workforce Planning, Talent Management, and HR Analytics

- Define the principles of workforce planning and forecasting methods.
- Analyze staffing requirements in relation to organizational objectives.
- Evaluate recruitment and talent acquisition strategies.
- Explore succession planning for leadership continuity.
- Understand employee retention and engagement strategies.
- Assess performance management systems and evaluation methods.
- Identify key HR metrics and workforce performance indicators.
- Interpret HR analytics for strategic business decisions.
- Examine data-driven approaches in talent management planning.

Unit 5: Organizational Performance, Change Leadership, and Business Alignment

- Define organizational performance management concepts.
- Examine the relationship between HR leadership and productivity.
- Understand change management frameworks in organizations.
- Analyze resistance to organizational change initiatives.
- Develop leadership strategies for workforce adaptability.
- Evaluate employee development and leadership training initiatives.
- Explore organizational culture and employee behavior patterns.
- Assess business continuity planning within HR functions.
- Align HR leadership strategies with long-term organizational goals.

Final Insights & Key Takeaways

Effective HR leadership strengthens organizational performance by aligning workforce strategies with business priorities and operational goals. Strategic decision-making skills enable HR professionals to enhance employee engagement, manage organizational change effectively, and support sustainable business growth through informed leadership.