MERCURY

Strategic Leadership in Human Resources Management

20 – 31 December 2026
Dubai (UAE)



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Strategic Leadership in Human Resources Management

Ref: 16121_1079333 **Date:** 20 – 31 December 2026 **Location:** Dubai (UAE) **Fees:** 8000 Euro

Introduction

Strategic leadership in human resources management builds the link between people strategy and business direction. This program helps participants understand how HR contributes to long-term growth, resilience, and organizational value. It develops the mindset required for strategic HR leadership in dynamic, competitive environments. Participants learn how human resource leadership strategies support culture, capability, and performance.

The Strategic Leadership in Human Resources Management course strengthens the leadership role in HR management by showing how HR can guide executive decisions and operational priorities. It introduces practical approaches to HR organizational strategy development, strategic HR decision-making, and the HR strategic planning framework. Learners explore how HR transformation and leadership shape modern work, digital capability, and enterprise agility. It provides a view of strategic leadership in human resources management as a core driver of sustainable success.

Targeted Groups

This Strategic Leadership in Human Resources Management training targets professionals seeking knowledge and skills:

- HR directors leading strategic change.
- HR managers strengthen business alignment.
- HR business partners advance the HR business partner leadership role.
- Talent acquisition leaders improve leadership in talent acquisition strategy.
- Learning and development specialists supporting leadership pipelines.
- Organizational development consultants guiding transformation.
- Senior managers aligning people and performance.
- Workforce planners support strategic workforce planning in HR.
- Executives building enterprise-wide HR influence.
- Policy and compliance professionals improving governance.

Course Objectives

Participants will achieve the following objectives by completing the Strategic Leadership in Human Resources Management course:

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- Understand strategic HR as a business enabler.
- Connect HR priorities with corporate strategy.
- Apply HR organizational strategy development methods.
- Build a practical HR strategic planning framework.
- Strengthen the strategic HR decision-making process.
- Support strategic human capital management goals.
- Improve talent management leadership strategies.
- Guide leadership in talent acquisition strategy.
- Design HR performance management leadership systems.
- Use Employee engagement leadership strategies effectively.
- Lead change management in HR leadership.
- Promote alignment between organizational leadership and HR strategy.
- Build credibility with executive stakeholders.
- Evaluate workforce needs with strategic discipline.
- Support sustainable growth through people decisions.
- Improve alignment between culture, capability, and results.

Targeted Competencies

Participants will gain the following competencies during the Strategic Leadership in Human Resources Management program:

- Strategic thinking in HR leadership.
- Human capital analysis and planning.
- Human resource leadership strategies.
- Strategic people management practices.
- Executive communication and influence.
- Performance and accountability management.
- Workforce insight and scenario analysis.
- Change leadership in HR environments.
- HR transformation and leadership.
- Ethical and inclusive decision-making.

Studying Scenarios

In this Strategic Leadership in Human Resources Management training, participants develop skills through the following scenarios:

- Leading HR strategy in organizational growth.
- Managing workforce shortages and capability gaps.
- Linking talent decisions to business goals.
- Improving engagement during structural change.
- Using analytics to guide HR priorities.
- Resolving resistance in transformation projects.
- Aligning leadership pipelines with future needs.
- Strengthening collaboration between HR and executives.

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Course Content

Unit 1: Foundations of Strategic Human Resource Leadership

- Define strategic leadership in human resources management.
- Distinguish operational HR from strategic HR.
- Explain the value of the leadership role in HR management.
- Review how HR supports business direction.
- Identify the pillars of HR strategic leadership development.
- Examine the link between people and performance.
- Introduce HR organizational strategy development in practice.

Unit 2: Organizational Leadership and HR Strategy

- Explore the connections between organizational leadership and HR strategy.
- Align people's priorities with the enterprise vision.
- Interpret business goals into HR actions.
- Build a clear HR strategic planning framework.
- Translate mission statements into workforce priorities.
- Assess leadership expectations for HR influence.
- Strengthen alignment across departments and functions.

Unit 3: Strategic Workforce Planning HR

- Define workforce planning as a strategic discipline.
- Forecast demand for skills and capabilities.
- Assess supply, shortages, and future gaps.
- Use scenario thinking for workforce planning.
- Connect planning decisions to business continuity.
- Support flexible staffing and capability readiness.
- Apply Strategic workforce planning HR methods.

Unit 4: Talent Management Leadership Strategies

- Identify critical roles and key talent groups.
- Build talent pipelines for future leadership.
- Design development paths for high-potential employees.
- Improve retention through talent management leadership strategies.
- Strengthen succession planning for continuity.
- Connect learning plans to business capability.
- Use leadership wisely in talent acquisition strategy.

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Unit 5: HR Performance Management Leadership

- Design performance systems that support results.
- Define clear expectations and success measures.
- Link individual goals to business outcomes.
- Improve coaching and feedback quality.
- Reinforce accountability through regular review.
- Support growth through development planning.
- Apply HR performance management leadership principles.

Unit 6: Employee Engagement Leadership Strategies

- Explain the drivers of engagement and commitment.
- Measure employee experience and workplace climate.
- Build trust through transparent communication.
- Strengthen motivation through recognition and purpose.
- Support wellbeing with practical leadership actions.
- Improve retention through Employee engagement leadership strategies.
- Connect engagement to productivity and culture.

Unit 7: Change Management in HR Leadership

- Understand change as a leadership responsibility.
- Identify sources of resistance in organizations.
- Build confidence during transformation initiatives.
- Design communication plans for change.
- Guide managers through uncertainty and transition.
- Reinforce adoption through consistent leadership.
- Apply change management in HR leadership.

Unit 8: Strategic Human Capital Management and Analytics

- Define strategic human capital management clearly.
- Use data to guide HR priorities.
- Track indicators that matter to leaders.
- Interpret workforce patterns and trends.
- Support decisions with evidence and insight.
- Build dashboards for executive reporting.
- Improve the quality of strategic HR decision-making.

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Unit 9: Compliance, Risk, and Governance

- Review key legal and ethical responsibilities.
- Identify HR risks early and accurately.
- Integrate compliance into daily HR practice.
- Support fairness, transparency, and accountability.
- Strengthen governance through policy discipline.
- Reduce exposure through careful review.
- Align risk control with strategic goals.

Unit 10: HR Transformation and Leadership in the Digital Era

- Examine digital change in modern HR.
- Explore tools that reshape HR service delivery.
- Support automation without losing human value.
- Build agile models for faster response.
- Improve capability through digital readiness.
- Guide HR transformation and leadership initiatives.
- Strengthen strategic people management practices in a changing environment.

Final Insights & Key Takeaways

Strategic leadership in human resources management enables HR to shape business outcomes, not just support them. This course develops the thinking needed to connect workforce priorities with growth, culture, and performance. Participants leave with stronger insight into HR strategic leadership development, strategic workforce planning, HR transformation, and leadership. They will lead with influence, clarity, and measurable impact across the organization.