MERCURY

Modern HR Leadership in Organizational Development

14 – 18 June 2027
New York (USA)

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

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Introduction

This Modern HR Leadership in Organizational Development course provides an understanding of modern HR leadership and its role in driving organizational development. It explores how strategic human resource practices shape business transformation and long-term organizational success. Participants will gain insight into how HR leadership supports workforce agility in dynamic environments. The program focuses on integrating HR strategy with organizational goals to improve performance and culture. It examines modern approaches to talent development, engagement, and retention. Professionals will lead HR functions with a strategic and future-oriented mindset.

Targeted Groups

This Modern HR Leadership in Organizational Development training targets professionals seeking knowledge and skills:

- HR managers seeking strategic growth skills.
- Organizational development specialists.
- Talent acquisition and workforce planners.
- HR business partners and consultants.
- Team leaders in corporate environments.
- Training and development officers.
- Change management practitioners.
- Emerging HR professionals.

Course Objectives

Participants will achieve the following objectives by completing the Modern HR Leadership in Organizational Development course:

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- Understand HR leadership roles in organizational development and strategic HR management.
- Analyze workforce planning methods and talent management strategies for business growth.
- Apply employee engagement practices to improve organizational performance and culture.
- Develop skills in performance management systems and leadership development frameworks.
- Evaluate HR analytics for data-driven decision-making and strategic workforce insights.
- Integrate change management principles within HR leadership practices.
- Align HR strategy with organizational goals and long-term business planning.
- Strengthen leadership communication and influence in HR-driven transformation.
- Identify modern trends in HR leadership and organizational effectiveness.
- Improve decision-making in complex organizational environments using HR insights.
- Build capability in designing sustainable HR systems and policies.
- Enhance problem-solving skills in the workforce and organizational challenges.

Targeted Competencies

Participants will gain the following competencies during the Modern HR Leadership in Organizational Development program:

- Strategic HR leadership and organizational alignment skills.
- Workforce planning and talent development capabilities.
- Employee engagement and retention strategy design.
- Performance management and KPI evaluation skills.
- HR analytics interpretation for decision support.
- Change management and transformation leadership.
- Organizational development planning and execution.
- Leadership communication and stakeholder influence.
- HR policy development and implementation expertise.

Studying Scenarios

In this Modern HR Leadership in Organizational Development training, participants develop skills through the following scenarios:

- Leading HR transformation in organizational restructuring cases.
- Designing workforce planning models for growth environments.
- Managing employee engagement challenges in hybrid workplaces.
- Applying HR analytics in performance improvement decisions.
- Implementing change management in organizational development projects.
- Resolving leadership conflicts through strategic HR intervention.

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Course Content

Unit 1: Foundations of Modern HR Leadership in Organizational Development

- Concept of modern HR leadership in organizations.
- Evolution of HR leadership and strategic HR role.
- Relationship between HR leadership and organizational development.
- Core principles of HR strategy and workforce alignment.
- Importance of leadership in organizational transformation.
- Key functions of strategic HR management systems.
- HR leadership impact on business performance outcomes.
- Organizational culture and leadership influence in HR.

Unit 2: Strategic HR Management and Workforce Planning

- Strategic HR planning for organizational success.
- Workforce planning models and forecasting techniques.
- Aligning HR strategy with business objectives.
- Talent acquisition strategies and workforce optimization.
- Succession planning in organizational development.
- Skills gap analysis and workforce capability building.
- Resource allocation in HR-driven environments.
- HR leadership in long-term workforce sustainability.

Unit 3: Talent Management and Employee Engagement

- Talent management frameworks in modern HR leadership.
- Employee engagement strategies for productivity improvement.
- Retention strategies in competitive labor markets.
- Performance-based culture development approaches.
- Career development and learning pathways design.
- Motivation systems and reward structures in HR.
- Employee experience enhancement strategies.
- Organizational commitment and engagement drivers.

Unit 4: Performance Management and HR Analytics

- Performance management systems in organizational development.
- KPI development for HR and organizational goals.
- Continuous performance improvement frameworks.
- HR analytics and data-driven decision-making.
- Workforce performance measurement techniques.
- Predictive analytics in HR leadership planning.
- Reporting systems for organizational performance tracking.
- Linking HR metrics with business outcomes.

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Unit 5: Change Management and Organizational Development Strategy

- Change management principles in HR leadership.
- Organizational development models and frameworks.
- Leading transformation initiatives in organizations.
- Managing resistance to organizational change.
- Communication strategies during transformation processes.
- Leadership role in cultural change management.
- HR-driven innovation in organizational development.
- Sustainable organizational growth strategies.

Final Insights & Key Takeaways

Modern HR leadership is a strategic driver of organizational development and business success. Strong integration of HR strategy, talent management, and change leadership ensures long-term organizational sustainability.