MERCURY

# Senior Professional in Human Resources SPHR

18 – 22 October 2027
Boston (USA)

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# Senior Professional in Human Resources SPHR

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## Introduction

The Senior Professional in Human Resources SPHR course develops advanced knowledge and strategic capabilities for professionals leading modern human resources functions. It examines how senior HR professionals align human capital strategies with organizational objectives, business performance, and long-term growth. Participants explore strategic HR management, workforce planning, talent, leadership, performance, engagement, and rewards. The program covers HR governance, risk management, workforce analytics, and evidence-based decisions. It focuses on translating strategy into integrated HR policies and measurable outcomes. Participants develop strategic responses that strengthen organizational capability and performance.

## Targeted Groups

This Senior Professional in Human Resources SPHR training targets professionals seeking knowledge and skills:

- Senior HR managers leading strategic people functions.
- HR directors managing organizational workforce strategies.
- HR business partners supporting executive decision-making.
- Talent leaders overseeing acquisition and workforce planning.
- Learning leaders developing organizational capabilities.
- Compensation professionals managing total rewards.
- Employee relations leaders handling complex workplace issues.
- HR professionals preparing for senior strategic responsibilities.

## Course Objectives

Participants will achieve the following objectives by completing the Senior Professional in Human Resources SPHR course:

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- Explain strategic human resource management principles and practices.
- Evaluate HR strategies against organizational goals and business priorities.
- Develop workforce planning approaches based on organizational requirements.
- Assess talent acquisition strategies and succession priorities.
- Analyze organizational capability, talent risks, and workforce gaps.
- Design learning and development strategies supporting business performance.
- Evaluate performance management systems and employee productivity.
- Develop compensation, benefits, incentives, and total rewards strategies.
- Strengthen employee engagement, retention, and organizational commitment.
- Assess employee relations issues and workplace risks systematically.
- Apply HR analytics to workforce and management decisions.
- Evaluate HR policies, governance requirements, and compliance risks.
- Integrate HR technology and information management into strategic HR processes.
- Formulate evidence-based recommendations for senior leadership.
- Lead organizational change while maintaining workforce effectiveness.
- Measure HR outcomes through meaningful strategic metrics and dashboards.

## Targeted Competencies

Participants will gain the following competencies during the Senior Professional in Human Resources SPHR program:

- Strategic HR leadership and business alignment.
- Workforce planning and talent forecasting.
- Strategic talent acquisition and succession planning.
- Organizational development and capability building.
- Performance management and productivity analysis.
- Learning strategy and leadership development.
- Compensation and total rewards management.
- Employee engagement and retention planning.
- Employee relations and workplace risk management.
- HR analytics and evidence-based decision-making.
- HR governance and policy development.
- Organizational change and transformation leadership.
- HR technology and information management.
- Executive communication and stakeholder influence.
- Strategic workforce risk assessment.

## Real-world Case Studies

In this Senior Professional in Human Resources SPHR training, participants develop skills through the following cases:

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- Realign HR strategy following rapid multinational expansion.
- Address critical skill shortages through talent acquisition and succession planning.
- Redesign compensation and benefits to improve retention and engagement.
- Analyze workforce data to support strategic HR decisions.
- Manage organizational restructuring while maintaining employee relations and continuity.

## Course Content

### Unit 1: Strategic HR Leadership and Business Alignment

- Define the strategic role of senior HR professionals.
- Examine strategic human resource management principles.
- Align HR strategy with organizational mission and objectives.
- Analyze internal and external business factors affecting HR.
- Evaluate organizational structures, cultures, and workforce capabilities.
- Develop strategic HR policies and workforce priorities.
- Assess HR risks affecting organizational performance.
- Measure HR contribution through strategic performance indicators.

### Unit 2: Workforce Planning, Talent Acquisition and Development

- Explain workforce planning principles and organizational requirements.
- Forecast future workforce demand and talent supply.
- Identify critical skills, capability gaps, and workforce risks.
- Develop strategic talent acquisition and recruitment plans.
- Evaluate selection methods and employer value propositions.
- Strengthen onboarding, retention, and workforce integration.
- Design succession planning and leadership pipelines.
- Align talent management with long-term business priorities.

### Unit 3: Learning, Performance and Organizational Capability

- Analyze organizational learning and development requirements.
- Design strategic learning and development frameworks.
- Identify leadership and critical capability requirements.
- Evaluate training needs against organizational priorities.
- Develop career development and talent mobility strategies.
- Establish performance management objectives and measures.
- Evaluate performance appraisal and feedback approaches.
- Connect performance outcomes with organizational productivity.

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## Unit 4: Total Rewards, Engagement and Employee Relations

- Examine strategic compensation management principles.
- Evaluate salary structures, incentives, benefits, and recognition.
- Align total rewards with organizational and workforce priorities.
- Assess internal equity and external competitiveness.
- Develop employee engagement and retention strategies.
- Analyze employee relations and workplace conflict.
- Evaluate policies affecting employee experience and organizational culture.
- Strengthen communication, trust, inclusion, and workforce commitment.

## Unit 5: HR Analytics, Governance, Risk and Transformation

- Explain HR analytics and evidence-based workforce management.
- Evaluate workforce data for strategic decision-making.
- Develop HR metrics, dashboards, and executive reports.
- Assess HR information systems and data-management practices.
- Identify employment, workforce, and organizational risks.
- Strengthen HR governance, policies, controls, and accountability.
- Evaluate technology-driven HR transformation and digital HR practices.
- Formulate strategic recommendations for organizational change.

# Final Insights & Key Takeaways

Senior HR leadership integrates business strategy, workforce planning, talent, rewards, employee relations, analytics, and risk management. Effective HR leaders use people data and strategic priorities to strengthen workforce capability, performance, and sustainable business outcomes.