MERCURY

Developing leadership and strategic skills for human resources

28 December 2026 – 1 January 2027
Geneva (Switzerland)



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

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Introduction:

This Strategic Human Resources Leadership and Development course is the way forward for today's HR professionals to contribute to the business at a strategic level. The Chartered Institute of Personnel has published numerous articles on the business needs of HR, all indicating the need for HR to be a strategic partner.

The question is, how do you do it? This Strategic Human Resources Leadership and Development program will provide the answers and give participants the skills and knowledge to make a difference and transition from a provider to a strategic partner. The latter is an added-value activity and, as such, normally higher paid. Transitioning to the executive level requires a different skillset and mastery of the strategic process.

HR professionals are increasingly called upon to align their leadership and strategic human resources capabilities to drive the organization forward. This Strategic Human Resources Leadership and Development course emphasizes the importance of strategic human resource development and the role of leadership in human resource development to help HR leaders become strategic partners.

From understanding what is strategic about human resources to implementing the Strategic Human Resources Leadership and Development program, it covers all aspects to shape the participants into effective leaders who can think strategically about human capital investment and influence their organization's direction with strategic human resources leadership training.

Targeted Groups:

- All HR Staff and HR Practitioners.
- HR Managers and Directors.
- HR Business Partners.
- Anyone who needs to understand HR strategy.
- People are moving into HR from other roles.

Targeted Competencies:

The target competencies in this Strategic Human Resources Leadership and Development training will:

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- Strategic thinking using the 4-step model.
- Planning.
- Analytical thinking.
- Creativity and step innovation.
- Writing outlines for the 6 S process.
- Mastery of the construction of Business action plans.
- Use and mastery of HR statistical packages.
- Personal presentation skills.
- International HR law.
- Manpower planning.

Course Objectives:

At the end of this Strategic Human Resources Leadership and Development course, the participants will be able to:

- Master the new HR strategic process.
- Transform strategic requirements into HR objectives using the 6 S model.
- Create HR strategic action plans to achieve business objectives.
- Provide innovative predictive information.
- Have practiced business information interviews and presenting results.
- See the big picture for the future of employment and performance through people.
- Build their professional confidence.
- Write business action plans to delegate strategic tasks.
- Translate current trends to maximize Human Capital investment.
- Demonstrate fiscal control and create ROI.
- Know what HR trends to report on and be able to master emergency planning.
- Manage an HR team to produce strategic results.

Course Content:

Unit 1: The Formulation of Strategy:

- Why is taking HR to the executive level such a good idea - greater opportunities, bigger jobs - and term security? It's what world-class businesses want.
- Where does strategy fit with the Vision, mission, and operating plans?
- Traditional approach to strategic planning.
- The new HR model - 10 steps needed to form an HR strategy.
- The strategic model of how it works.

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Unit 2: Translating Strategic Requirements into Business Action Plans:

- Including the Formation of HR Budgets.
- The formation of Strategic objectives and how to translate them into the HR 6 S model.
- Building Business action plans.
- Building Strategic action plans - getting others committed. No SAP - what can happen?
- Producing executive financial information, such as unit costs and spending analysis.

Unit 3: Mastering Predictive Trends & Management Information:

- Getting the Big Picture.
- Why do executives need predictive information?
- The executive must be good at predictive information-trend analysis.
- Software for predictive planning and trend analysis.
- Other predictive factors to review are succession planning and emergency planning.

Unit 4: Key Performance Factors - Maximising Human Capital:

- Measurement tools -organizational maturity, corporate culture, etc.
- Relationship between performance and competence.
- Valuing human capital - how to do it.
- Critical performance indicators.
- Presenting at the executive level.

Unit 5: Understanding and Being Able to Act on High-Level HR Trends:

- World trends - employment, inclusion, new employee expectations.
- World business trends - leadership, team working, employment/ supervision ratios.
- Changing Trends Relating to HR.