



Strategic Change Management for Banks HR Professionals

26 – 30 October 2026
Paris (France)



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Introduction:

This strategic HR change management in the banking sector program highlights key areas of strategic change essential for any world-class HR Department to succeed. It focuses on HR activities in the banking sector. It will introduce participants to innovations and the latest approaches to maximizing the efficiency and effectiveness of their HR functions. Participants in this course on strategic HR change management in the banking sector will have central themes, such as integrating the strategic planning process of banks and change management in the banking industry. This international program aims to upgrade your skills, knowledge, and ability in strategic change management for HR professionals working in banks.

The Role of HR in Banking Sector Strategic Change:

Human resource professionals in the banking sector play a crucial role in implementing the bank's strategic planning process and executing banking change management policies. The role of HR in the banking sector has been evolving, and it is pivotal for HR professionals to grasp the dynamics of strategic bank solutions and strategic management in banking to enhance their contributions significantly.

Targeted Groups:

- Top Management.
- HR Management.
- HR Staff.
- Managers and Heads Of Departments.
- People want to acquire new skills and knowledge to improve their careers.

Course Objectives:

By the end of this strategic HR change management in the banking sector course, participants will be able to:

- Prioritize HR activities and identify what produces value.
- Take action to maximize the workforce.
- Compile an action plan that will produce significant organizational savings.
- Master the new HR strategic model.
- Master how to do predictive forecasting.
- Reduce the cost and significantly improve the efficiency of succession planning.
- Controller business process reengineering and be able to apply the techniques both in HR and in other areas of the business.
- Explain to others the 10 key areas where Human resources can be significantly improved.
- Implement change that will have a visible benefit to the organization.
- Update their professional skills to be ahead in HR thinking and abilities.
- Explain how the new integrated HR concept will add value to any public or private business.
- Adopt a common and auditable approach throughout HR.
- Provide the organization with a much more business approach to HR management.
- Operate a common strategic model and approach using the HR two-stage model.

Targeted Competencies:

At the end of this strategic HR change management in the banking sector training, target competencies will:

- Strategic Planning.
- Matrix Management.
- Business Efficiency and Effectiveness.
- Manpower Planning.
- Predictive Forecasting.
- Creating Business Value.
- Business Process Reengineering.

Course Content:

Unit 1: HR as the Strategic Partner:

- The New Strategic Process for HR.
- Learn about the 10 input checklists for Strategic HR.
- Explore the role of creativity in HR strategy.
- How to translate Strategy into action - the value of Strategic Action Plans?
- Understand HR's role in Matrix management and measuring results.
- Can human resources be improved at no extra cost?
- Know the Ten areas where a real difference can be made.

Unit 2: Making HR Effective - 10 Decisive Actions to Make a Difference:

- The new shape of HR.
- Explore the internal structure needed for tomorrow's successful HR departments.
- Does added value apply to HR?
- Understand workforce planning and learn how to use workforce projective techniques.
- Maximize organizational structures to enhance productivity - how downsizing and right-sizing work.
- Understand the new ratios for supervisors and managers.

Unit 3: New Look at Advances in Recruitment, Training, and Techniques to Maximize Human Performance:

- Recruitment - The new approach to recruitment processes.
- How can testing and profiling make a real efficiency difference?
- How can we improve the questioning process using the latest in behavioral techniques?
- Know tips and techniques used by interviewing professionals.
- Professional interviewing in practice.
- Training - The new training efficiency model.
- Understand techniques to determine which training provides value to the organization.
- How to evaluate training?
- Valuing and costing training and using a prioritizing system to get outstanding value from the training budget specialist handout.
- Maximize efficiency through pay and rewards.
- Concepts of value using the new talent model.
- Explore two major improvements in efficiency and how to use differentiation and bonus schemes.

Unit 4: New Performance and Value Approaches to Performance, Competence, Appraisal, and Succession Planning:

- Understanding Performance - Setting organizational performance standards.
- Need for predictive forecasting.
- performance pay.
- Understand how competencies are structured and how to measure them realistically.
- What is Performance appraisal, and what is understanding the cost of the appraisal and how to improve it?
- Techniques to improve appraisal techniques and to maximize the value of training.
- Know the new approach and the new results.
- Software needed.
- What are 5 Succession Plans, and what is the organizational value of PDPs?
- Overview of the three approaches to targeted succession planning.

Unit 5: Business Process Reengineering and How to Measure the Return On Investment in HR Activities:

- BPR - Understand the immense value Business Process Reengineering offers.
- What is BPR?
- IBM and Levi Case Study.
- How to do BPR?
- Create and Measure value from HR.
- Practical examples.
- The HR ROI formula.