



## Executive HR & Talent Acquisition Transition

17 - 28 Aug 2026  
Nairobi (Kenya)



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## Introduction

This Executive HR & Talent Acquisition Transition course provides an understanding of how modern human resources leadership evolves within executive environments and strategic organizations. It focuses on transforming traditional HR functions into data-driven, technology-enabled, and leadership-oriented systems. Participants will explore how talent acquisition aligns with business growth, organizational agility, and long-term workforce sustainability. The program highlights the integration of advanced recruitment strategies with executive decision-making frameworks. It emphasizes aligning HR operations with corporate strategy and competitive market demands. It introduces emerging technologies, including AI-driven recruitment systems, shaping the future of HR excellence.

## Targeted Groups

This Executive HR & Talent Acquisition Transition training targets professionals seeking knowledge and skills:

- HR directors and senior HR leaders driving transformation.
- Talent acquisition managers optimize recruitment strategy.
- HR business partners manage workforce planning and succession.
- Learning and development specialists supporting capability building.
- Organizational development professionals focusing on HR digital transformation.
- Recruitment consultants and executive search professionals.
- HR analytics and AI recruitment specialists supporting data-driven hiring.

## Course Objectives

Participants will achieve the following objectives by completing the Executive HR & Talent Acquisition Transition course:

- Understand strategic HR transformation and executive talent acquisition frameworks supporting organizational agility and leadership effectiveness in complex business environments.
- Design workforce planning and succession pipelines aligned with organizational goals and long-term talent sustainability for future-ready organizations.
- Apply modern recruitment strategies, including digital and AI-driven hiring tools, to improve the efficiency of talent acquisition by leveraging automation and analytics.
- Evaluate HR analytics for data-driven decision-making and performance optimization across executive hiring processes for strategic HR decisions.
- Manage employer branding and candidate experience in competitive markets to attract high-quality leadership talent within global talent markets.
- Integrate AI into recruitment automation and talent screening processes to enhance speed, accuracy, and fairness in the transformation of executive recruitment.

## Targeted Competencies

Participants will gain the following competencies during the Executive HR & Talent Acquisition Transition program:

- Strategic HR leadership aligned with organizational goals and agility.
- Executive workforce planning supporting long-term talent sustainability.
- Talent acquisition lifecycle management across global recruitment markets.
- Recruitment strategy optimization for competitive executive hiring.
- HR digital transformation enabling modern workforce systems.
- AI integration in hiring processes to improve automation and accuracy.
- Performance measurement systems supporting continuous HR improvement.
- HR analytics interpretation for evidence-based decision-making.
- Stakeholder communication strategies in complex executive environments.
- Employer branding management to attract and retain top executive talent.

## Studying Scenarios

In this Executive HR & Talent Acquisition Transition training, participants develop skills through the following scenarios:

- Executive hiring simulation and talent mapping in corporate transformation contexts.
- AI-based recruitment system evaluation using modern AI tools.
- Workforce restructuring and succession planning case for organizational change readiness.
- HR analytics dashboard interpretation exercise to support strategic decisions.

## Course Content

### Unit 1: Strategic HR Foundations

- Understand executive HR leadership principles in corporate environments.
- Explore the fundamentals of talent acquisition strategy for competitive advantage.
- Analyze HR operating models in global markets.
- Identify recruitment performance metrics and workforce optimization.
- Examine HR governance structures and compliance oversight.
- Study the alignment between HR policy and strategic business goals.

### Unit 2: Talent Acquisition Strategy

- Develop executive talent acquisition frameworks.
- Map the recruitment lifecycle for competitive advantage.
- Evaluate sourcing channels and executive search methods.
- Apply employer branding strategies to attract candidates.
- Design structured leadership interview models.
- Assess recruitment KPIs for performance improvement.

### Unit 3: Workforce Planning & Succession

- Build workforce planning models in global HR environments.
- Design succession planning for leadership continuity.
- Analyze workforce demand and supply trends.
- Identify skill gaps and capability needs.
- Develop retention strategies for key talent.
- Evaluate organizational scalability and structure.

## **Unit 4: AI in Recruitment Systems**

- Understand AI applications in recruitment systems.
- Explore machine learning for candidate screening.
- Evaluate AI-driven HR analytics tools.
- Apply automation in resume processing.
- Assess ethical AI hiring frameworks.
- Integrate AI into executive recruitment pipelines.

## **Unit 5: HR Analytics & Data Intelligence**

- Interpret HR data for strategic decisions.
- Build recruitment and workforce dashboards.
- Analyze engagement and performance data.
- Apply predictive analytics for retention.
- Evaluate HR KPI systems.
- Support executive reporting with insights.

## **Unit 6: Employer Branding & Candidate Experience**

- Develop employer branding strategies for attraction.
- Enhance candidate experience across touchpoints.
- Manage digital reputation in labor markets.
- Align branding with corporate culture.
- Optimize executive hiring communication.
- Measure branding impact on recruitment outcomes.

## **Unit 7: Executive HR Leadership & Governance**

- Strengthen executive HR leadership capability.
- Manage stakeholder relations in enterprise systems.
- Drive HR transformation decision-making.
- Oversee workforce and talent development.
- Implement governance and compliance frameworks.
- Support board-level HR advisory functions.

## **Unit 8: HR Digital Transformation**

- Lead HR digital transformation initiatives.
- Implement cloud-based HR platforms.
- Integrate AI into HR workflows.
- Enhance digital recruitment systems.
- Optimize employee experience tools.
- Build scalable HR infrastructure.

## **Unit 9: Performance Management & Retention**

- Design executive performance management systems.
- Implement engagement and retention strategies.
- Evaluate compensation structures.
- Analyze workforce productivity metrics.
- Develop leadership career frameworks.



- Strengthen organizational culture programs.

## **Unit 10: Future of HR & Innovation**

- Explore future HR trends and the evolution of AI.
- Adapt HR strategy to changing labor markets.
- Implement agile workforce planning.
- Integrate innovation in talent acquisition.
- Strengthen leadership pipelines for sustainability.
- Evaluate emerging HR technologies.

## **Final Insights & Key Takeaways**

Executive HR and talent acquisition are evolving into highly strategic, technology-driven disciplines that directly influence organizational competitiveness and growth. Mastering HR transformation, AI in recruitment, and workforce planning ensures long-term leadership effectiveness and sustainable talent development.



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