MERCURY

Leading Strategic HR Transformation Course

28 Jul - 01 Aug 2025
Munich (Germany)

Leading Strategic HR Transformation Course

Ref.: 3025_255774 **Date:** 28 Jul - 01 Aug 2025 **Location:** Munich (Germany) **Fees:** 4900 Euro

Introduction

The role of HR in business is evolving, with a significant emphasis on strategic involvement. The "Chartered Institute of Personnel" has highlighted this shift, emphasizing HR's need to transition from a support function to a strategic partner in transformation and growth.

This leading strategic HR transformation course is a comprehensive training course designed to equip HR professionals with the skills to navigate this shift and position themselves as key players in their organization's strategic planning and execution.

As strategic HR leadership becomes vital for organizational success, this strategic HR transformation and leadership course prepares participants to step into the role of a strategic HR leader, providing them with the knowledge to make an impactful transition.

Upon completing this strategic HR transformation and leadership course, participants may be awarded a certificate acknowledging their competence in strategic human resources leadership. This strategic HR transformation and leadership certification recognizes the individual's readiness to harness HR strategy in transforming organizations and to advocate for HR as a strategic partner.

Participants will understand strategic HR and delve into the role of strategic HR leaders who are agents of change, steering HR transformation strategy and driving HR digital transformation certification processes.

The strategic HR transformation and leadership course involves mastering the balance between traditional HR practices and innovative approaches that align with the company's overall strategy.

The strategic HR, transformation, and leadership program is recognized as one of the leading HR transformation courses, incorporating insights from the HR transformation conferences and a curriculum that reflects the latest strategic HR certification.

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.

Course Objectives

By the end of this strategic HR training course, participants will:

- 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.
- Practice business information interviews and presenting results.
- Understand 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.
- Identify HR trends to report on and master emergency planning.
- Manage an HR team to produce strategic results.

Targeted Competencies

- 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.
- Mastery of HR statistical packages.
- Personal presentation skills.
- International HR law.
- Manpower planning.

Course Content

Unit 1: The Formulation of Strategy

- Why taking HR to the executive level is such a good idea - more significant opportunities, bigger jobs - extended long-term security, and 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.

Unit 2: Translating Strategic Requirements into Business Action Plans

- Include 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.
- Making Strategic action plans - getting others committed. No SAP - what can happen?
- Producing executive financial information - 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 - Maximizing Human Capital

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

Unit 5: Understanding and Acting on High-Level HR Trends

- Analyzing global employment and inclusion trends.
- Keeping abreast of business trends affecting leadership and staffing.
- Adapting to changing HR trends and their implications.

Registration form on the :
Leading Strategic HR Transformation Course

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