



HUMAN RESOURCES AND TRAINING

Digital Transformation in HR

Course code: HRT-050

SPARK TRAINING

Professional training courses for leaders, specialists, and organizations seeking practical capability development.

info@sparktraining.eu

+31 85 115 0004 | sparktraining.eu

— Workshop Overview

Digital transformation is reshaping Human Resources by improving efficiency, enhancing employee experience, and enabling data-driven decision-making. Modern HR teams must move beyond manual processes and adopt smart digital solutions that align with organizational goals. This course provides participants with practical tools to identify HR process gaps, use people data effectively, implement digital solutions, and build future-ready HR capabilities.

Why Attend

This course uses an interactive and practical approach through presentations, case studies, group discussions, process mapping exercises, digital HR workshops, analytics activities, and real workplace examples.

Who Should Attend

HR Professionals
HR Managers
HR Operations Staff
Digital Transformation Teams
Talent Management Professionals
Business Leaders overseeing HR functions
Anyone involved in HR modernization initiatives

— Learning Objectives

- Understand the principles of digital transformation in HR
- Identify process gaps and improvement opportunities across HR functions
- Use HR data to support better decisions and service delivery
- Design digital HR workflows and solution requirements
- Improve change management and user adoption of HR systems
- Strengthen governance, privacy, and ethical practices in HR technology
- Measure effectiveness of digital HR initiatives
- Build long-term digital capability within HR teams

Course Outline

**DAY
1**

Understanding Digital Transformation in HR

- Defining digital transformation in HR and why it matters today
- Transition from manual to digital HR processes
- Link between digital HR and organisational performance
- Workforce and workplace trends influencing HR transformation
- Ethical and governance considerations in digital HR
- Building the vision for modern HR services

**DAY
2**

Identifying HR Process Gaps and Business Needs

- Reviewing HR processes across the employee lifecycle
- Identifying inefficiencies and pain points in existing processes
- Linking HR challenges to organisational priorities and strategy
- Defining clear problem statements to guide digital solutions
- Problem identification tools in HR contexts
- Decision-making tools for process improvement

**DAY
3**

Using HR Data to Support Process Improvement

- Role of people data in HR decision-making
- Identifying key data sources within HR processes
- Different types of HR data and their uses
- Using data to diagnose problems and inform digital solutions
- Best practices for data privacy, ethics, and compliance
- Turning insights into HR improvements

**DAY
4**

Designing and Implementing Digital HR Solutions

- Turning HR process needs into digital solution requirements
- Digital tool selection criteria and considerations
- Redesigning HR workflows for digital implementation
- Managing change, communication, and user adoption
- Linking digital HR solutions to other organisational systems
- Managing implementation risks and success factors

DAY

5

Sustaining Digital HR and Building Capability

- Monitoring the effectiveness of digital HR processes
- Measuring performance and service quality
- Supporting continuous improvement of digital HR solutions
- Building digital skills and capabilities within HR teams
- Lessons learned from HR transformation initiatives
- Personal action plans for digital HR success

— Upcoming Classroom Dates

DATE	LOCATION	FEE
5 - 9 October 2026	Barcelona - Spain	€2,125
12 - 16 October 2026	London - United Kingdom	€1,925
9 - 13 November 2026	Barcelona - Spain	€2,125
16 - 20 November 2026	Istanbul - Türkiye	€1,925
7 - 11 December 2026	Amsterdam - Netherlands	€2,100
14 - 18 December 2026	Istanbul - Türkiye	€1,600
21 - 25 December 2026	Paris - France	€2,200
4 - 8 January 2027	Amsterdam - Netherlands	€2,125

— Certificate and Registration

Participants who attend and complete the full programme receive a SPARK Training Certificate of Completion. For registration, in-house delivery, or availability questions, contact info@sparktraining.eu or +31 85 115 0004.