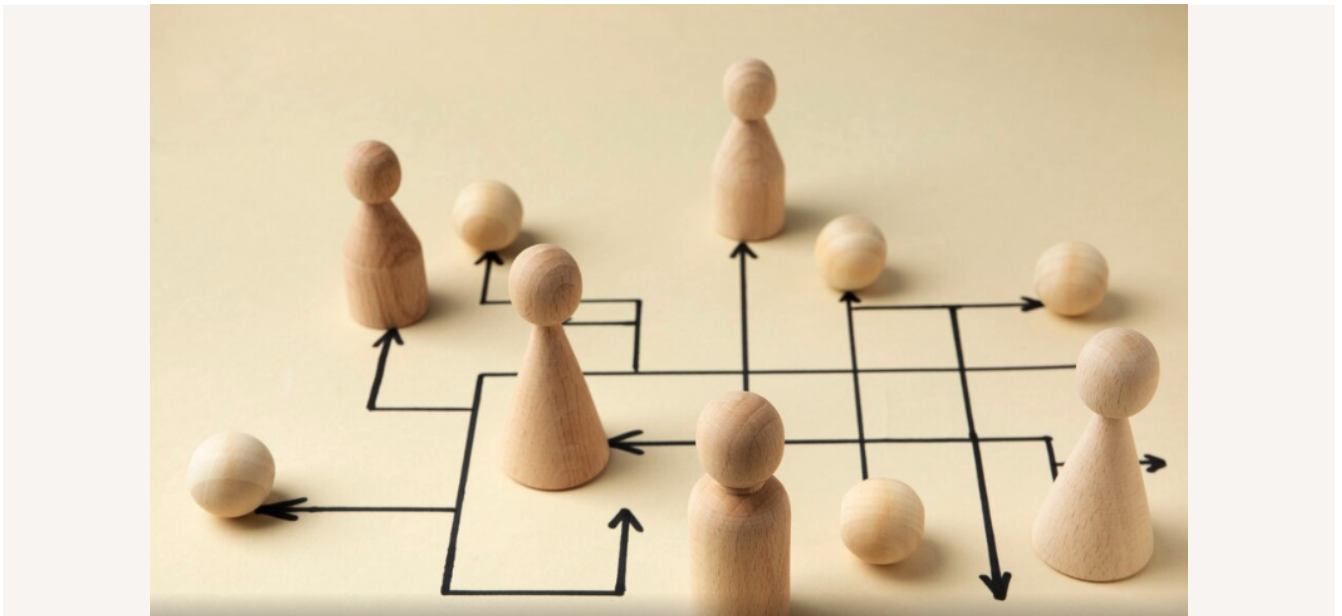


HR Strategy for Organisational Development

Course code: HRT-004



SPARK TRAINING

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

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— Workshop Overview

HR departments across the globe are increasingly being tasked with transforming into more strategic entities that contribute to organizational success. But how can HR become a true strategic partner? This HR Strategy for Organisational Development training course offers participants the tools and expertise to transition from simply providing services to becoming a strategic partner, ensuring that the organization meets its stakeholder expectations. This course is vital for any HR professional, regardless of industry or organization. HR Transformation focuses on driving tangible results. This hands-on training will help you go beyond administrative tasks to implement HR initiatives that align with organizational goals, improving performance, stakeholder engagement, and ensuring the HR department delivers measurable outcomes. The HR Strategy for Organisational Development training course includes:

- Best practices in Strategic HRM (SHRM)
- How to lead HR transformation in your organization
- Enhancing your HR function to better serve stakeholder needs
- Assessing HR's role in strategy development and execution
- Aligning HR strategy with organizational goals

Why Attend

This HR Strategy for Organisational Development training course will utilize a variety of proven adult learning techniques to ensure maximum understanding, comprehension and retention of the information presented. This includes stimulating presentations supporting each of the topics together with interactive trainer lead

Who Should Attend

HR Staff and Practitioners
HR Managers & Directors
HR Business Partners
Individuals looking to deepen their understanding of HR strategy
Professionals transitioning into HR from other roles

— Learning Objectives

- Develop a plan to align strategic requirements with HR objectives
- Conduct a stakeholder analysis
- Demonstrate various methodologies for strategy development, such as SWOT, PESTLE, and Five Forces
- Create a Business Model Plan using the Business Model Canvas (BMC)
- Evaluate HR's role in developing and implementing strategy

— Course Outline

DAY 1

Day One: The Practice of Strategic HR

- Understanding organizational strategy
- Development of Strategic HRM
- The New HR Models
- Business Partners, Shared Services & Centers of Expertise
- Steps needed to form an HR strategy

DAY 2

Day Two: Business Models and Stakeholder Analysis

- An introduction to stakeholder analysis
- Who are your stakeholders?
- Tools for stakeholder analysis
- Creating a Business Model
- Business model canvas for SHRM

DAY 3

Day Three: Practical Analysis Tools for SHRM

- Strategic Analysis Tools
- SWOT and PESTLE
- Using 5-Forces Analysis
- An introduction to Balanced Scorecards
- SHRM Metrics

DAY 4

Day Four: Trends Impacting Organizations and HR

- Trends impacting on HR
- Leadership and HR
- Team Working
- Retention Issues
- The future of HR

DAY 5

Day Five: Evaluating your HR Function

- Software for predictive planning and trend analysis
- A Practical Example of Measurement - Absenteeism
- HR's Contribution to Added Value
- Evaluating the HR Function

- Personal Action Planning

— Upcoming Classroom Dates

DATE	LOCATION	FEE
19 - 23 October 2026	London - United Kingdom	€2,100
2 - 6 November 2026	Munich - Germany	€1,725
21 - 25 December 2026	Amsterdam - Netherlands	€2,125
18 - 22 January 2027	Barcelona - Spain	€1,925
15 - 19 February 2027	Frankfurt - Germany	€1,625
15 - 19 March 2027	Rome - Italy	€2,125
19 - 23 April 2027	Kuala Lumpur - Malaysia	€1,400
17 - 21 May 2027	Barcelona - Spain	€1,925

— 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.