



HUMAN RESOURCES AND TRAINING

Leading Strategic HR Transformation

Course code: HRT-058

SPARK TRAINING

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

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— Workshop Overview

HR transformation is essential for organizations seeking greater agility, stronger workforce performance, and better alignment between people strategy and business goals. Modern HR leaders must redesign operating models, use analytics, improve service delivery, and lead change in a rapidly evolving workplace. This course provides participants with practical tools to build strategic HR functions, measure value, and lead successful transformation initiatives.

Why Attend

This course uses an interactive and practical approach through presentations, case studies, strategy workshops, group discussions, analytics exercises, transformation planning sessions, and real workplace examples.

Who Should Attend

HR Directors
HR Managers
HR Business Partners
Talent Management Leaders
Organizational Development Professionals
Business Leaders overseeing HR functions
Anyone leading HR transformation projects

— Learning Objectives

- Understand the principles of strategic HR transformation
- Align HR strategy with enterprise objectives and OKRs
- Apply modern HR operating models effectively
- Use strategic analysis tools for workforce decisions
- Measure HR performance and organizational impact
- Design improvement plans for HR maturity growth
- Respond to emerging workplace and technology trends
- Lead HR change initiatives with confidence

Course Outline

**DAY
1**

Foundations of Strategic HR Practice

- Enterprise strategy and value creation from an HR perspective
- Modern Strategic HRM frameworks and operating principles
- Comparing HR operating models: HRBP, COE, and Shared Services
- Defining clear HR roles, governance, and accountability
- Building HR strategies linked to objectives and key results
- Positioning HR as a strategic business partner

**DAY
2**

Turning Strategy into HR Operating Models

- Translating business strategy into HR priorities and targets
- Creating clear HR vision statements and value propositions
- Using balanced scorecards and strategic HR metrics
- Building HR strategy maps that connect actions to outcomes
- Aligning HR services with organizational direction
- Strengthening customer-focused HR service delivery

**DAY
3**

Strategic Analysis Tools for HR Decisions

- Using SWOT and PESTLE for HR planning
- Workforce risk assessments and people-related threats
- People analytics for forecasting workforce trends
- Predictive modelling and scenario planning in HR
- Benchmarking HR performance against market standards
- Measuring HR value and return on investment

**DAY
4**

Evaluating and Improving the HR Function

- Digital dashboards for HR performance management
- Key indicators such as absenteeism and turnover
- Assessing HR contribution to organizational success
- HR maturity models and evaluation frameworks
- Identifying gaps and improvement priorities
- Designing action plans based on assessment findings

DAY
5

Future Trends and Leading HR Transformation

- Global, demographic, and technology trends reshaping HR
- Leadership's role in successful HR transformation
- New workforce collaboration models and team effectiveness
- Retention strategies for critical talent groups
- Future direction of HR in the changing world of work
- Key takeaways, course review, and action planning

— Upcoming Classroom Dates

DATE	LOCATION	FEE
5 - 9 October 2026	Istanbul - Türkiye	€1,925
12 - 16 October 2026	Kuala Lumpur - Malaysia	€1,400
9 - 13 November 2026	Amsterdam - Netherlands	€2,100
16 - 20 November 2026	London - United Kingdom	€2,125
7 - 11 December 2026	Kuala Lumpur - Malaysia	€1,400
14 - 18 December 2026	Amsterdam - Netherlands	€2,125
21 - 25 December 2026	London - United Kingdom	€1,925
4 - 8 January 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.