



HUMAN RESOURCES AND TRAINING

Strategic Human Resources Management

Course code: HRT-032

SPARK TRAINING

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

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— Workshop Overview

Organizations achieve sustainable growth when their people strategy is fully aligned with business objectives. Human Resources is no longer limited to administrative functions—it plays a critical role in shaping organizational performance, culture, and competitive advantage. Strategic Human Resources Management focuses on integrating HR practices with long-term business strategy, ensuring that talent, leadership, and organizational capabilities support future growth and transformation. This course is designed to help HR professionals and leaders move from operational HR to a strategic role, enabling them to contribute to business success through effective workforce planning, talent management, and organizational development initiatives.

Why Attend

This programme combines strategic thinking with practical application:

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- Real-world HR and business strategy case studies
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- Interactive workshops and group discussions
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Who Should Attend

HR Managers and HR Business Partners
Senior HR Professionals
Talent Management and OD Specialists
Department Managers and Team Leaders
Strategy and Planning Professionals
Executives involved in people and organizational decisions

— Learning Objectives

- Understand the principles of strategic HR management
- Align HR strategies with organizational objectives
- Develop effective workforce and talent strategies
- Support business growth through HR initiatives
- Improve employee engagement and organizational performance
- Apply strategic thinking in HR decision-making
- Measure the impact of HR on business outcomes

— Course Outline

DAY
1

Foundations of Strategic HR Management

- Evolution of HR from operational to strategic role
- Role of HR in organizational success
- Understanding business strategy and alignment
- HR as a strategic business partner
- Key HR frameworks and models
- Linking people strategy to business outcomes

DAY
2

Workforce Planning and Talent Strategy

- Strategic workforce planning concepts
- Talent acquisition and retention strategies
- Identifying critical roles and competencies
- Succession planning and leadership development
- Managing talent pipelines
- Case study: workforce strategy development

DAY
3

Organizational Development and Culture

- Building high-performance organizational cultures
- Employee engagement strategies
- Organizational structure and design
- Change management principles
- Leadership and capability development
- Practical exercise: culture transformation planning

DAY
4

Performance Management and HR Analytics

- Designing performance management systems
- Aligning KPIs with business objectives
- HR metrics and analytics for decision-making
- Using data to drive HR strategies
- Measuring HR effectiveness and impact
- Case study: performance improvement strategy

DAY

5

Implementing HR Strategy and Driving Change

- Translating strategy into actionable HR plans
- Managing organizational change initiatives
- Stakeholder engagement and communication
- Overcoming resistance to change
- Continuous improvement in HR practices
- Final case study and strategic action planning

— Upcoming Classroom Dates

DATE	LOCATION	FEE
5 - 9 October 2026	Amsterdam - Netherlands	€2,100
16 - 20 November 2026	London - United Kingdom	€2,100
7 - 11 December 2026	Munich - Germany	€1,725
21 - 25 December 2026	Kuala Lumpur - Malaysia	€1,400
11 - 15 January 2027	Amsterdam - Netherlands	€2,125
8 - 12 February 2027	Cape Town - South Africa	€1,420
8 - 12 March 2027	Geneva - Switzerland	€2,625
12 - 16 April 2027	London - United Kingdom	€2,100

— 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.