Advanced Human Resource Management and Development Training Course

Professional Development Training Course Outline

Category	Development	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

This intensive Advanced Human Resource Management and Development program is meticulously crafted for seasoned HR professionals and business leaders seeking to elevate their strategic impact. In today's dynamic and complex business environment, mastering advanced **talent management strategies** and fostering continuous **employee development** are critical for achieving sustainable competitive advantage. Advanced Human Resource Management and Development Training delves into cutting-edge approaches in areas such as strategic workforce planning, advanced talent acquisition, performance management optimization, and the cultivation of a high-performance culture. Participants will gain expertise in leveraging data-driven insights, implementing innovative HR technologies, and navigating the evolving landscape of employment law and global HR practices.

By focusing on **strategic HR leadership** and advanced **organizational development,** this program empowers participants to become proactive change agents within their organizations. It explores sophisticated methodologies for enhancing employee engagement, driving organizational learning, and building robust leadership pipelines. Through in-depth case studies, interactive discussions, and practical application exercises, participants will develop the advanced skills necessary to design and implement impactful HR and development initiatives that directly contribute to organizational success, agility, and long-term growth.

Programme Curriculum

Advanced Human Resource Management and Development Training Course

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Course Objectives:

1. Mastering Strategic Workforce Planning: Develop and execute sophisticated workforce planning strategies aligned with business objectives.
2. Optimizing Advanced Talent Acquisition: Implement innovative and data-driven talent acquisition techniques for critical roles.
3. Enhancing Performance Management Systems: Design and deploy impactful and agile performance management frameworks.
4. Driving Organizational Development and Change: Lead and manage complex organizational development interventions and change initiatives.
5. Cultivating a High-Performance Culture: Implement strategies to foster employee engagement and a high-performance work environment.
6. Developing Advanced Learning and Development Programs: Design and evaluate impactful strategic learning and development initiatives.
7. Leading Strategic Talent Management: Integrate all talent processes into a cohesive and strategic talent management framework.
8. Leveraging HR Analytics for Strategic Decision-Making: Utilize advanced HR analytics to drive data-informed HR strategies.
9. Navigating Global HR and International Talent Management: Understand and manage the complexities of global HR and international assignments.
10. Mastering Employment Law and Compliance: Navigate complex employment law and regulatory landscapes effectively.
11. Implementing HR Technology for Strategic Advantage: Leverage advanced HR technology solutions to optimize HR processes and insights.
12. Building Strategic HR Business Partner Capabilities: Develop advanced skills for strategic HR business partnering with organizational leaders.
13. Fostering Leadership Development and Succession Planning: Design and implement robust leadership development and succession planning programs.

Target Audience:

1. Senior HR Managers and Directors
2. HR Business Partners (Senior Level)
3. Talent Management Leaders
4. Organizational Development Specialists
5. Learning and Development Directors
6. Global HR Professionals

7. HR Consultants
8. Business Leaders with significant HR responsibilities

Course Duration

10 days

Course Modules:

Module 1: Strategic HR Leadership and Business Acumen

- Developing a strategic HR mindset and aligning HR with business goals.
- Understanding key business drivers, financial principles, and market dynamics.
- Building strong relationships with executive leadership and influencing strategic decisions.
- Developing advanced communication and presentation skills for HR leaders.
- Navigating organizational politics and fostering collaboration across functions.

Module 2: Advanced Strategic Workforce Planning and Analytics

- Utilizing sophisticated forecasting techniques for future workforce needs.
- Developing scenario planning and contingency strategies for talent gaps.
- Leveraging advanced HR analytics to identify workforce trends and insights.
- Implementing skills gap analysis and developing targeted talent strategies.
- Measuring the impact of workforce planning on organizational performance.

Module 3: Optimizing Advanced Talent Acquisition and Employer Branding

- Developing and executing sophisticated sourcing strategies for niche and executive roles.
- Leveraging data-driven insights to optimize recruitment processes and candidate experience.
- Building a compelling employer brand that attracts top-tier talent.
- Implementing advanced assessment and selection methodologies.
- Measuring the effectiveness and ROI of talent acquisition strategies.

Module 4: Designing and Implementing Agile Performance Management Systems

- Moving beyond traditional performance appraisals to continuous feedback models.
- Setting clear and measurable objectives aligned with strategic goals (OKRs, KPIs).
- Implementing effective coaching and development planning within performance management.
- Utilizing technology to streamline performance management processes.
- Evaluating the impact of performance management on employee development and organizational outcomes.

Module 5: Leading Strategic Organizational Development and Change Management

- Diagnosing organizational challenges and identifying opportunities for development.
- Applying various OD models and frameworks to drive organizational change.
- Leading and managing complex change initiatives effectively.
- Building organizational capacity for continuous improvement and adaptation.
- Evaluating the effectiveness of OD interventions and change management efforts.

Module 6: Cultivating a High-Performance Culture and Employee Engagement

- Diagnosing and addressing drivers of employee engagement and disengagement.

- Implementing strategies to foster a culture of high performance, accountability, and recognition.
- Designing and implementing effective employee communication and feedback mechanisms.
- Leveraging employee surveys and data to drive engagement initiatives.
- Measuring the impact of culture and engagement on organizational outcomes.

Module 7: Developing and Evaluating Strategic Learning and Development Programs

- Conducting comprehensive learning needs assessments at individual and organizational levels.
- Designing and curating impactful learning experiences utilizing diverse methodologies.
- Implementing learning technologies and platforms for effective delivery.
- Evaluating the effectiveness and ROI of learning and development initiatives.
- Aligning learning and development strategies with organizational talent needs and strategic goals.

Module 8: Leading Integrated Talent Management Strategies and Systems

- Developing a holistic and integrated approach to talent acquisition, development, and retention.
- Designing talent management frameworks that align with organizational strategy.
- Implementing and optimizing talent management technology platforms.
- Utilizing talent analytics to inform talent decisions and strategies.
- Measuring the overall effectiveness of the integrated talent management system.

Module 9: Navigating Global HR and International Talent Management Challenges

- Understanding the complexities of managing HR in a global context.
- Navigating international labor laws, cultural differences, and compensation practices.
- Developing strategies for global talent acquisition, mobility, and development.
- Managing expatriate assignments and international HR policies.
- Building and managing effective global HR teams and structures.

Module 10: Mastering Advanced Employment Law and Regulatory Compliance

- In-depth analysis of complex employment law issues and their strategic implications.
- Developing proactive strategies for ensuring legal compliance and mitigating risk.
- Managing complex employee relations issues and investigations.
- Understanding and navigating evolving employment law and regulations.
- Building a culture of ethical and legally sound HR practices.

Module 11: Implementing and Optimizing Advanced HR Technology Solutions

- Evaluating and selecting HR technology solutions to meet strategic HR needs.
- Implementing and integrating various HR technology platforms effectively.
- Leveraging HR technology to automate processes and improve efficiency.
- Utilizing HR technology for data analytics and strategic reporting.
- Ensuring data privacy and security within HR technology systems.

Module 12: Building Strategic HR Business Partner Capabilities and Influence

- Developing advanced consulting and influencing skills for HR Business Partners.
- Partnering effectively with senior leaders to align HR strategy with business strategy.
- Providing strategic HR guidance and solutions to business challenges.
- Building credibility and trust with business stakeholders.
- Measuring the impact and value of the HR Business Partner function.

Module 13: Fostering Strategic Leadership Development and Succession Planning

- Identifying future leadership needs and critical leadership competencies.
- Designing and implementing comprehensive leadership development programs.
- Developing robust succession planning processes for key leadership roles.
- Utilizing assessment tools and development interventions for leadership growth.
- Measuring the effectiveness of leadership development and succession planning initiatives.

Module 14: Driving Organizational Effectiveness through HR Interventions

- Utilizing HR as a strategic lever for improving organizational performance.
- Designing and implementing interventions to enhance organizational design and structure.
- Facilitating team development and effectiveness initiatives.
- Applying organizational development principles to improve overall effectiveness.
- Measuring the impact of HR interventions on key organizational outcomes.

Module 15: The Future of HR: Innovation, Trends, and Strategic Foresight

- Analyzing emerging trends and innovations in HR technology and practices.
- Understanding the impact of the changing nature of work on HR strategy.
- Developing strategic foresight capabilities to anticipate future HR challenges and opportunities.
- Embracing a culture of innovation and continuous improvement within the HR function.
- Positioning HR as a strategic driver of future organizational success and sustainability.

Training Methodology:

Blended Learning Approach: This course combines online modules and in-person sessions to enhance flexibility and engagement in learning.

Competency-Based Learning: The curriculum is designed around building specific HR competencies through targeted learning outcomes and assessments.

Interactive Case Studies: Learners analyze and present real-world HR scenarios to strengthen critical thinking and strategic problem-solving skills.

Experiential Learning Projects: Participants apply their knowledge by creating practical HR strategies and tools for a simulated organization.

Expert-Led Workshops: Guest speakers from the HR industry offer insights into advanced practices and current trends through interactive workshops.

Assessments & Feedback: Ongoing evaluations and final projects help measure learner progress and provide constructive feedback for growth.

Continuous Reflection and Learning Journals: Students maintain personal journals to reflect on course concepts and their application to real-world HR settings.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Online	$2,000
23 Nov 2026	04 Dec 2026	Physical	$3,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

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