Training Course on Strategic Human Resource Management

Professional Development Training Course Outline

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

Course Introduction

In today’s rapidly evolving business environment, Strategic Human Resource Management (SHRM) plays a pivotal role in aligning HR practices with organizational goals to drive long-term performance and innovation. Training Course on Strategic Human Resource Management offers an in-depth understanding of how HR strategies can be developed and implemented to gain competitive advantage. With a focus on talent acquisition, workforce planning, performance management, and organizational culture, learners will acquire the tools to navigate the complexities of human capital in modern enterprises.

By integrating key trends such as AI in HR, HR analytics, remote workforce management, and DEI strategies, this course equips HR professionals and business leaders with the skills to think strategically and act decisively. Whether you are looking to optimize employee engagement or enhance organizational agility, this program provides a roadmap to HR transformation in the digital age.

Programme Curriculum

Training Course on Strategic Human Resource Management

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Course Objectives

1. Understand the principles of Strategic Human Resource Planning
2. Align HR strategies with organizational vision and goals
3. Analyze the role of HR Analytics and Data-Driven Decision Making
4. Evaluate methods of Talent Acquisition and Retention Strategies
5. Implement Performance Management Systems effectively
6. Design Compensation and Benefits Plans strategically
7. Promote Diversity, Equity, and Inclusion (DEI) Initiatives
8. Leverage HR Technology and AI in Recruitment
9. Navigate Legal and Ethical HR Practices
10. Drive Employee Engagement and Experience
11. Manage Organizational Change and Development
12. Develop Leadership and Succession Planning Frameworks
13. Explore Remote Workforce and Hybrid Work Models

Target Audience

1. HR Managers
2. Talent Acquisition Specialists
3. Business Leaders
4. Organizational Development Professionals
5. Entrepreneurs
6. MBA Students
7. Corporate Trainers
8. Learning & Development Managers

Course Duration:

- 10 days

Course Modules

Module 1: Introduction to Strategic HRM

- Evolution of HR to SHRM
- Importance of strategic alignment
- Core SHRM models
- SHRM vs. traditional HRM
- Key roles of HR in strategy

Module 2: Talent Acquisition & Employer Branding

- Recruitment strategies
- Employer branding techniques
- Sourcing and attracting top talent
- Onboarding best practices
- Hiring metrics and KPIs

Module 3: Workforce Planning & Forecasting

- Supply and demand forecasting
- Skill gap analysis
- Succession planning
- Strategic staffing models
- Workforce analytics

Module 4: Performance Management Systems

- Setting SMART goals
- Continuous feedback models
- Employee evaluations
- Performance improvement plans
- Technology in performance management

Module 5: Learning & Development Strategy

- Training needs assessment
- Learning culture development
- Upskilling and reskilling
- E-learning tools and platforms
- Evaluating training effectiveness

Module 6: Compensation & Benefits

- Strategic compensation design
- Equity and fairness in pay
- Incentive programs
- Benefits management trends
- Global compensation structures

Module 7: HR Analytics & Metrics

- Key HR metrics

- Predictive analytics
- Data visualization tools
- ROI of HR programs
- Integrating data into decision-making

Module 8: Diversity, Equity & Inclusion (DEI)

- Building inclusive workplaces
- Bias reduction strategies
- DEI policy development
- Monitoring and reporting DEI progress
- Inclusive leadership practices

Module 9: Organizational Culture & Employee Engagement

- Defining organizational culture
- Engagement drivers and surveys
- Cultural transformation initiatives
- Recognition and reward systems
- Emotional intelligence in HR

Module 10: Remote & Hybrid Work Strategies

- Designing flexible work policies
- Virtual collaboration tools
- Remote performance management
- Employee well-being in remote settings
- Building virtual team culture

Module 11: Legal & Ethical Aspects of HR

- Labor law compliance
- Workplace ethics and integrity
- Policy formulation
- Handling workplace grievances
- Anti-discrimination practices

Module 12: HR Technology & Digital Transformation

- HRIS and cloud platforms
- Automation in HR
- AI-powered recruitment
- Blockchain in HR
- HR digital maturity models

Module 13: Succession Planning & Leadership Development

- Identifying high-potential talent
- Coaching and mentoring programs

- Leadership pipelines
- Competency modeling
- Strategic leadership roles

Module 14: Organizational Change Management

- Change models (e.g., Kotter's)
- Communication during change
- Overcoming resistance
- Change champions
- Measuring change success

Module 15: Strategic Role of HR Business Partners

- HRBP model and functions
- Strategic partnerships
- Consulting mindset in HR
- HR's role in innovation
- Building credibility and influence

Training Methodology

- Interactive virtual and in-person workshops
- Case studies and scenario analysis
- Live Q&A and peer collaboration
- Action learning projects
- Assessments, quizzes, and feedback reviews

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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