



*Training Course:
From Recruitment to Retention: Building a High-
Impact Workforce*

*29 September - 3 October 2025
Rome (Italy)*

Training Course: From Recruitment to Retention: Building a High-Impact Workforce

Training Course code: HR235822 From: 29 September - 3 October 2025 Venue: Rome (Italy) - Training Course Fees: 5750 € Euro

Introduction:

In today's competitive business environment, HR professionals must go beyond recruitment and focus on the full employee lifecycle to build a sustainable and high-performing workforce. Talent acquisition is just the beginning—organizations must develop effective retention, engagement, and development strategies to maximize workforce potential and drive business success.

This five-day training program is designed for mid-level HR professionals seeking to enhance their skills beyond recruitment and develop a comprehensive approach to workforce management. Participants will explore best practices in onboarding, employee engagement, performance management, and retention strategies that help organizations attract, develop, and retain top talent.

Through interactive discussions, real-world case studies, and strategic exercises, participants will gain practical insights into aligning recruitment, retention, and workforce planning strategies with business objectives to create a workplace culture that fosters growth, motivation, and long-term commitment.

Target Audience:

- Mid-level HR professionals
- Recruitment and talent acquisition specialists
- HR business partners and generalists
- Organizational development professionals
- Employee engagement and workforce planning specialists

Objectives:

By the end of this training program, participants will be able to:

1. **Understand the Full Employee Lifecycle** - Recognize the connection between recruitment, onboarding, engagement, performance management, and retention in building a sustainable workforce.
2. **Develop Strategic Recruitment Approaches** - Implement effective talent acquisition strategies that focus on long-term employee success and alignment with business needs.
3. **Optimize Onboarding for Better Retention** - Design and implement structured onboarding programs that enhance employee commitment, integration, and productivity.

4. **Enhance Employee Engagement & Performance** - Identify key **engagement drivers**, develop **performance management systems**, and apply recognition and feedback mechanisms to foster a high-performance culture.
5. **Create Proactive Retention Strategies** - Analyze **turnover risks** and implement **retention initiatives**, including career development opportunities, succession planning, and workplace well-being programs.
6. **Align Compensation and Benefits with Retention Goals** - Balance **financial and non-financial incentives** to improve employee satisfaction and organizational commitment.
7. **Leverage HR Analytics for Workforce Planning** - Use **data-driven decision-making** to assess recruitment effectiveness, measure engagement levels, and forecast workforce needs.
8. **Integrate Digital HR Solutions** - Explore how **HR technology, automation, and AI** can support talent management, engagement, and retention strategies.
9. **Develop Leadership & Succession Planning Strategies** - Equip employees with **career development opportunities** and establish **succession plans** to ensure business continuity and leadership readiness.
10. **Apply Best Practices in HR Strategy** - Create an **action plan** to implement workforce optimization strategies tailored to the organization's specific challenges and goals.

Outlines:

Day 1:

Strategic Talent Acquisition for Long-Term Success

- Understanding the link between recruitment and retention
- Employer branding: Attracting the right talent for long-term fit
- Behavioral and competency-based hiring techniques
- Data-driven recruitment: Using analytics to improve hiring decisions
- Case study: Successful hiring strategies that lead to retention

Day 2:

Onboarding and Integration for Employee Commitment

- The role of onboarding in retention and productivity
- Designing structured onboarding programs for long-term success
- Best practices for virtual and hybrid workforce onboarding

- Measuring onboarding success and employee satisfaction
- Workshop: Creating an effective onboarding roadmap

Day 3:

Employee Engagement and Performance Optimization

- Understanding employee motivation and engagement drivers
- Building a high-performance culture through HR initiatives
- The impact of recognition, rewards, and career development on retention
- Implementing continuous feedback and coaching strategies
- Case study: How leading organizations foster employee engagement

Day 4:

Retention Strategies and Managing Employee Expectations

- Identifying turnover risks and proactive retention measures
- Compensation and benefits: Balancing financial and non-financial incentives
- Leadership's role in employee retention and development
- Managing generational diversity in the workforce
- Interactive discussion: Solving real-world retention challenges

Day 5:

Future-Proofing Your Workforce Through Development & Growth

- Succession planning: Preparing for leadership transitions
- Upskilling and reskilling employees for business adaptability
- HR technology and digital solutions for workforce retention
- Developing an HR strategy for long-term employee success
- Action planning: Applying retention strategies in your organization

Registration form on the Training Course: From Recruitment to Retention: Building a High-Impact Workforce

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Complete & Mail or fax to Global Horizon Training Center (GHTC) at the address given below

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