



*Training Course:
Organizational Impact through HR Advisory
Excellence*

*3 - 7 November 2025
Madrid (Spain)
Pestana CR7 Gran Vía*

Training Course: Organizational Impact through HR Advisory Excellence

Training Course code: HR236084 From: 3 - 7 November 2025 Venue: Madrid (Spain) - Pestana CR7 Gran Vía Training Course Fees: 5500 € Euro

Introduction

In today's complex and rapidly evolving business landscape, HR professionals are no longer just service providers—they are strategic advisors, trusted partners, and catalysts for organizational transformation. This advanced training program, [Organizational Impact through HR Advisory Excellence](#), is designed to equip experienced HR consultants and internal advisors with the strategic mindset, advanced tools, and consultative skills required to create measurable impact across the organization.

Over the course of five intensive days, participants will explore how to elevate their role from functional expert to influential advisor—shaping decisions at the leadership level, guiding business units through change, and driving initiatives that align talent strategies with organizational goals. The program builds on foundational consulting knowledge and moves into the realm of high-impact advisory work, emphasizing strategic alignment, organizational diagnostics, executive presence, and influence.

Through a combination of expert facilitation, case studies, peer collaboration, and real-world simulations, participants will leave with a stronger ability to:

- Engage confidently with senior stakeholders
- Analyze and interpret organizational challenges
- Position HR as a driver of value and transformation
- Deliver high-level advisory support that supports sustainable business outcomes

This program is ideal for those who have completed [HR Consulting Mastery](#) or possess equivalent experience and are ready to take their advisory capabilities to the next level.

Target Audience

This program is designed for experienced HR professionals who are ready to step into or strengthen their role as strategic advisors within their organizations. Ideal participants include:

- HR Business Partners
- Senior HR Consultants
- Talent Management Professionals
- Organizational Development OD Practitioners
- Internal HR Advisors supporting business transformation

- Graduates of the [HR Consulting Mastery](#) program or professionals with equivalent experience

Participants should have a solid foundation in HR principles and a desire to elevate their strategic and consultative influence across the business.

Program Objectives

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

1. Position themselves as strategic HR advisors who contribute to high-level business decisions.
2. Diagnose complex organizational challenges using advanced frameworks and tools.
3. Develop and deliver strategic HR solutions aligned with organizational goals.
4. Enhance executive presence, communication, and influence with senior stakeholders.
5. Build trust-based advisory partnerships across the organization.
6. Demonstrate the value and impact of HR interventions through metrics and outcomes.

Outlines

Day 1:

Evolving the Role - From HR Expert to Strategic Advisor

Key Topics:

- The changing landscape of HR and the business need for strategic advisors
- The distinction between HR business partnering and advisory excellence
- Building credibility and strategic alignment with leadership
- Shifting from transactional support to strategic influence
- Cultivating an advisory mindset and value-driven approach

Activities:

- Personal advisory style self-assessment
- Case study analysis of high-impact HR advisors
- Group discussion on common barriers to strategic influence

Day 2:

Organizational Diagnosis and Strategic Insight

Key Topics:

- Understanding organizations as dynamic systems
- Diagnostic frameworks e.g., McKinsey 7S, stakeholder mapping, root cause analysis
- Identifying and prioritizing business challenges
- Conducting strategic HR assessments
- Turning organizational data into actionable insights

Activities:

- Simulation: Organizational diagnosis in practice
- Group exercise: Mapping organizational challenges
- Peer consulting based on real workplace scenarios

Day 3:

Designing and Delivering High-Impact Advisory Solutions

Key Topics:

- Principles of solution design for strategic HR advisors
- Developing clear, business-aligned recommendations
- Linking HR strategies to business outcomes
- Planning and managing change initiatives
- Collaborating cross-functionally for implementation

Activities:

- Team-based workshop: Designing advisory solutions
- Practice sessions: Presenting recommendations to leadership
- Feedback and iterative refinement exercises

Day 4:

Influencing, Storytelling, and Executive Presence

Key Topics:

- Building influence without formal authority
- Navigating complex stakeholder dynamics and organizational politics
- Communicating with impact: framing messages for senior audiences
- Using storytelling to convey data and drive engagement
- Strengthening executive presence and professional gravitas

Activities:

- Leadership simulation: Influencing senior stakeholders
- Storytelling workshop using real HR case material
- Peer feedback and coaching on executive delivery

Day 5:

Measuring Impact and Sustaining Advisory Practice

Key Topics:

- Metrics and KPIs for HR advisory effectiveness
- Demonstrating ROI of HR strategies and interventions
- Sustaining long-term advisory relationships
- Creating a personal development roadmap for continued growth
- Translating program learning into immediate workplace application

Activities:

- Workshop: Mapping impact and defining success measures
- Creation of a personal advisory development plan
- Group presentations: Real-world advisory challenge solutions
- Final reflections, coaching, and closing

Registration form on the Training Course: Organizational Impact through HR Advisory Excellence

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