



*Training Course:
Transformative HR Strategies for Senior Leaders:
Driving Organizational Success*

*16 - 20 November 2026
Milan (Italy)*

Training Course: Transformative HR Strategies for Senior Leaders: Driving Organizational Success

Training Course code: HR235403 From: 16 - 20 November 2026 Venue: Milan (Italy) - Training Course Fees: 5775 € Euro

Introduction

This advanced executive training program, designed by [Global Horizon Training Center](#), is tailored to empower senior leaders with the strategic insight and practical tools required to position Human Resources as a core driver of organizational success.

In today's rapidly evolving business environment, organizations must move beyond traditional HR practices and adopt [integrated, strategy-led human capital management approaches](#). Senior leaders are increasingly expected to align workforce capabilities with long-term business objectives, ensuring agility, resilience, and sustained competitive advantage.

This program provides a comprehensive exploration of [strategic HR management, leadership effectiveness, talent optimization, HR analytics, and inclusive culture development](#). Through a blend of executive-level frameworks, case studies, and applied workshops, participants will strengthen their ability to lead transformational HR initiatives that directly impact performance, engagement, and organizational growth.

Program Objectives

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

- Understand and leverage the [strategic role of HR](#) in achieving business objectives
- Design and implement [HR strategies aligned with organizational growth and transformation](#)
- Enhance leadership effectiveness to [drive engagement and high performance](#)
- Utilize [HR analytics and data-driven insights](#) for informed decision-making
- Develop [robust talent management and succession planning frameworks](#)
- Foster a culture of [diversity, equity, and inclusion DEI](#)
- Build and execute a [comprehensive strategic HR roadmap](#)

Target Audience

This program is designed for:

- Senior Managers
- Executives and Directors
- Vice Presidents and General Managers
- Chief Officers CEO, CFO, COO, CHRO
- Business Leaders responsible for strategic workforce decisions

Training Outline

Day 1: Strategic HR Management

- Introduction to Strategic HR Management
- Evolution of HR as a strategic partner
- Aligning HR strategies with corporate objectives
- Environmental scanning and workforce planning
- HR strategy formulation and integration with business plans
- Case studies: Leading HR transformation practices
- **Executive Workshop:** Developing a Strategic HR Plan

Day 2: Leadership and Employee Engagement

- Transformational vs. transactional leadership in HR
- Building and sustaining high-performance cultures
- Employee engagement drivers and organizational impact
- Designing engagement strategies aligned with business goals
- Measuring engagement using metrics and analytics
- **Interactive Workshop:** Designing Engagement Strategies

Day 3: Talent Management and Succession Planning

- Strategic talent acquisition and workforce alignment
- Designing performance management systems
- Succession planning frameworks and leadership pipelines
- Identifying and developing high-potential employees
- Leadership development programs and capability building
- **Workshop:** Building Succession and Talent Development Plans

Day 4: HR Analytics and Data-Driven Decision Making

- Introduction to HR analytics and strategic metrics
- Key HR KPIs and performance measurement models
- Data collection, analysis, and reporting tools
- Applying analytics to HR strategy and policy decisions
- Predictive analytics and future workforce planning
- **Hands-on Workshop:** HR Analytics Application Projects

Day 5: Diversity, Equity, and Inclusion DEI Strategies

- Understanding DEI as a strategic business imperative
- Designing and implementing DEI frameworks
- Aligning DEI initiatives with organizational strategy
- Measuring DEI effectiveness and impact
- Building and sustaining an inclusive culture
- **Final Workshop:** Developing DEI Action Plans

Registration form on the Training Course: Transformative HR Strategies for Senior Leaders: Driving Organizational Success

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

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Payment Method

- Please find enclosed a cheque made payable to Global Horizon
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