



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

*28 December 2026 - 1 January 2027  
Lisbon (Portugal)*

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

Training Course code: HR235403 From: 28 December 2026 - 1 January 2027 Venue: Lisbon (Portugal) - Training Course  
Fees: 6050 € 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

### Delegate Information

Full Name (Mr / Ms / Dr / Eng): .....  
 Position: .....  
 Telephone / Mobile: .....  
 Personal E-Mail: .....  
 Official E-Mail: .....

### Company Information

Company Name: .....  
 Address: .....  
 City / Country: .....

### Person Responsible for Training and Development

Full Name (Mr / Ms / Dr / Eng): .....  
 Position: .....  
 Telephone / Mobile: .....  
 Personal E-Mail: .....  
 Official E-Mail: .....

### Payment Method

- Please find enclosed a cheque made payable to Global Horizon
- Please invoice me
- Please invoice my company

### Easy Ways To Register

Telephone:  
+201095004484 to  
provisionally reserve your  
place.

Fax your completed  
registration  
form to: +20233379764

E-mail to us :  
info@gh4t.com  
or training@gh4t.com

Complete & return the  
booking form with cheque  
to: Global Horizon  
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