



*Training Course:
Advanced HR Developments*

*21 September - 2 October 2026
Paris (France)*

Training Course: Advanced HR Developments

Training Course code: HR236357 From: 21 September - 2 October 2026 Venue: Paris (France) - Training Course Fees: 9450 € Euro

Introduction

The "Advanced HR Developments" program, designed by Global Horizon Training Center, is an advanced, practice-focused course that equips HR leaders and senior HR professionals with the latest concepts, tools, and best practices in modern Human Resources management.

In a world of rapid digital transformation, shifting workforce expectations, and competitive talent markets, the HR function is expected to move beyond administration and become a strategic partner and value creator.

This program covers strategic HR, HR analytics, digital HR solutions, employee experience and engagement, agile HR, and future-of-work trends, enabling participants to redesign HR policies, systems, and services in line with global standards and organizational strategy. Through real-life case studies, interactive discussions, and practical workshops, participants will learn how to transform HR into a proactive, data-driven function that drives sustainable performance and long-term organizational success.

Objectives

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

1. Position HR as a strategic business partner aligned with organizational goals and KPIs.
2. Apply advanced HR analytics to support evidence-based decision-making.
3. Design and update HR policies, frameworks, and governance to match modern trends and regulations.
4. Develop integrated talent management strategies attraction, development, retention, succession.
5. Build and enhance a strong employee experience and engagement culture.
6. Implement digital HR and HRIS solutions to improve efficiency and transparency.
7. Apply agile HR methods to increase responsiveness and flexibility in HR operations.
8. Integrate performance management, rewards, and career paths in a coherent and fair system.
9. Lead and manage HR-driven change initiatives during restructuring, growth or transformation.
10. Develop a practical HR transformation roadmap tailored to their own organization.

Target Audience

This program is ideal for:

- HR Directors and Senior HR Managers
- HR Business Partners HRBPs
- Talent Management, OD, and Workforce Planning Specialists
- Learning & Development Managers
- Senior HR Generalists preparing for leadership roles
- Anyone involved in HR strategy, HR transformation, or people-related change projects

Course Outline

Day 1 - The Evolving Role of HR: From Administration to Strategic Leadership

- Global trends reshaping HR and the future of work
- HR as a strategic partner: expectations from top management
- The HR operating model: centers of expertise, shared services, HRBP
- Building HR strategy aligned with corporate strategy
- Defining priorities for "Advanced HR Developments" in the participant's organization

Day 2 - Advanced HR Governance, Policies, and Frameworks

- HR governance: roles, responsibilities, and decision rights
- Designing and updating HR policies for fairness, transparency, and compliance
- Job families, grading structures, and HR frameworks as a foundation
- Aligning HR policies with labor laws and international standards
- Practical workshop: reviewing and improving an HR policy or framework

Day 3 - Strategic Workforce Planning and Talent Acquisition

- Strategic workforce planning: concepts, stages, and tools
- Forecasting talent needs based on business strategy
- Advanced recruitment strategies and employer branding
- Modern methods for sourcing and assessing candidates competency-based interviews, assessments
- Case exercise: build a simple workforce plan for a business unit

Day 4 - Integrated Talent Management & Succession Planning

- Talent management framework: identification, development, retention
- Defining "high potentials" and critical roles
- Designing succession plans and talent pools
- Development pathways for key talent coaching, mentoring, job rotation
- Workshop: mapping a talent pipeline and basic succession chart

Day 5 - Learning & Development in the Age of Digital and Continuous Learning

- Shifting from training delivery to learning culture
- Competency-based L&D planning
- Blended learning: classroom, e-learning, microlearning, social learning
- Measuring L&D impact Kirkpatrick, ROI basics
- Designing a short L&D strategy for a sample organization

Day 6 - Performance Management, Rewards, and Total Rewards Strategy

- From annual appraisal to continuous performance management
- Setting SMART and aligned objectives and KPIs
- Linking performance management to rewards, recognition, and development
- Total rewards concept: financial and non-financial components
- Workshop: redesigning a performance cycle to support engagement and accountability

Day 7 - HR Analytics and Data-Driven HR Decisions

- Introduction to HR analytics and key HR metrics turnover, time-to-fill, engagement, etc.
- Building simple HR dashboards what to measure and why
- Using HR data to support strategic decisions e.g., retention, recruitment, L&D
- Basics of using Excel/BI tools for HR reporting conceptual, not technical
- Case study: analyzing HR data to identify root causes and propose actions

Day 8 - Digital HR, HRIS, and Automation

- Digital transformation in HR: concepts and maturity levels
- HRIS, ATS, LMS and other core systems - what they do and how they integrate
- Self-service portals, mobile apps, and employee experience platforms
- Automation of key HR processes onboarding, leave, approvals, evaluations
- Planning a digital HR roadmap: where to start and how to prioritize

Day 9 - Employee Experience, Engagement, and Organizational Culture

- Understanding employee experience EX across the employee lifecycle
- Drivers of engagement and commitment in modern workplaces
- Designing surveys and listening mechanisms pulse surveys, focus groups
- Building a positive culture: values, leadership behaviors, and communication
- Group activity: mapping the current and desired employee journey

Day 10 - HR as a Change Leader & Personal Action Planning

- HR's role in change management and transformation projects
- Leading HR initiatives during restructuring, growth, or cultural change
- Managing resistance and communicating change to employees and managers
- Building personal credibility and influence as an advanced HR professional

Registration form on the Training Course: Advanced HR Developments

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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:
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 Personal E-Mail:
 Official E-Mail:

Company Information

Company Name:
 Address:
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Person Responsible for Training and Development

Full Name (Mr / Ms / Dr / Eng):
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Payment Method

- Please find enclosed a cheque made payable to Global Horizon
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