



*Training Course:
Mastering the Human Resources Management*

*1 - 5 February 2027
Kigali (Rwanda)*

Training Course: Mastering the Human Resources Management

Training Course code: HR3040 From: 1 - 5 February 2027 Venue: Kigali (Rwanda) - Training Course Fees: 6350 € Euro

Introduction

In today's highly volatile and competitive business environment, Human Resources has evolved from a traditional administrative function into a **strategic driver of organizational success**. Modern HR departments are expected to contribute directly to business performance by aligning workforce capabilities with strategic objectives, leveraging data, and leading transformation initiatives.

The **Mastering Human Resources Management** program is designed to provide participants with cutting-edge insights into the latest HR innovations, strategic frameworks, and global best practices. It equips professionals with the ability to **translate business strategy into actionable HR initiatives**, optimize human capital investment, and position HR as a core contributor to sustainable competitive advantage.

Through a blend of theory, practical tools, and executive-level applications, participants will gain the competencies required to operate as **strategic HR leaders in a rapidly changing world**.

Program Objectives

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

- Master modern **HR strategic frameworks and models**
- Translate corporate strategy into **HR objectives using the 6S model**
- Develop and implement **HR strategic and operational action plans**
- Utilize predictive analytics to support **strategic decision-making**
- Align HR practices with **organizational performance and competitiveness**
- Identify and respond to **global HR trends and workforce transformations**
- Build executive-level communication and presentation capabilities
- Enhance leadership skills to manage HR teams effectively

Target Audience

- HR Managers and HR Directors
- Senior HR Professionals and HR Business Partners
- Organizational Development Specialists
- Talent Management Leaders
- Line Managers involved in strategic HR decisions
- Professionals transitioning into senior HR roles

Training Outline

Day 1: Leading Strategic HR Transformation

- Program introduction and objectives
- Elevating HR to the executive level
- Aligning HR with vision, mission, and corporate strategy
- Traditional vs. modern strategic planning approaches
- The [10-step HR strategic model](#)
- Building a strategic HR framework
- Workshop: Designing an HR strategic roadmap

Day 2: Translating Strategy into HR Action Plans

- Converting strategic objectives into HR deliverables
- Introduction to the [6S Model for HR execution](#)
- Building comprehensive HR action plans
- Developing strategic HR initiatives
- Budgeting and financial planning for HR
- Cost analysis and resource allocation
- Workshop: Creating an HR business action plan

Day 3: Maximizing Human Capital Performance

- Measuring organizational performance and maturity
- Relationship between [competency, performance, and productivity](#)
- Human capital valuation techniques
- Designing and tracking [HR KPIs and metrics](#)
- Building performance-driven HR systems
- Presenting HR insights at executive level
- Case study: High-performance HR systems

Day 4: Predictive HR Analytics & Strategic Insight

- Importance of predictive analytics in HR
- Identifying workforce trends and future risks
- Tools and systems for predictive HR planning
- Strategic workforce planning and succession planning
- Emergency and contingency workforce planning
- Data-driven decision-making in HR
- Workshop: Building predictive HR scenarios

Day 5: Global HR Trends & Future Readiness

- Global trends shaping HR:
 - Workforce transformation
 - Inclusion and diversity
 - New employee expectations
- Leadership and organizational behavior trends
- Future of work and HR innovation
- Aligning HR with global competitiveness
- Developing future-ready HR strategies

- Final workshop: HR transformation strategy presentation
- Program review and action planning

Registration form on the Training Course: Mastering the Human Resources Management

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