



*Training Course:
HR Leadership Program*

*18 - 22 January 2027
Kigali (Rwanda)*

Training Course: HR Leadership Program

Training Course code: HR234680 From: 18 - 22 January 2027 Venue: Kigali (Rwanda) - Training Course Fees: 6350 € Euro

Introduction

In today's complex and fast-evolving business environment, the role of Human Resources has shifted from administrative support to **strategic leadership and organizational transformation**. HR leaders are no longer just facilitators—they are **drivers of business success**, responsible for aligning talent strategy with corporate objectives, influencing executive decisions, and building future-ready organizations.

This program is designed to develop **high-impact HR leaders** capable of shaping workforce strategy, enhancing organizational performance, and fostering a culture of innovation and engagement. It equips participants with advanced leadership capabilities, talent management expertise, and strategic thinking skills required to operate effectively at senior levels.

Participants will gain deep insights into leadership dynamics, workforce planning, HR technology, and organizational development, enabling them to act as **true strategic partners** within their organizations.

Program Objectives

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

- Lead HR functions with a **strategic and business-oriented mindset**
- Influence senior leadership and contribute to **organizational decision-making**
- Develop frameworks for **employee growth, engagement, and performance**
- Build strong communication channels across all organizational levels
- Foster a culture of **innovation, collaboration, and continuous improvement**
- Design and implement effective **talent acquisition and retention strategies**
- Apply financial awareness and workforce planning techniques
- Leverage HR technology to enhance workforce productivity
- Deliver constructive feedback and coaching for employee development

Target Audience

- HR Managers and HR Leaders
- Senior HR Professionals and HR Business Partners
- Line Managers and Department Heads
- Organizational Development Consultants
- Corporate Professionals with leadership responsibilities

Training Outline

Day 1: HR Leadership and Core Competencies

- The evolving role of HR as a strategic leader
- Leadership styles and their impact on organizational performance
- Emotional intelligence and self-awareness in leadership
- Interpersonal and communication skills for HR leaders
- Decision-making and problem-solving frameworks
- Assertiveness and influence in HR leadership
- Practical exercise: Leadership self-assessment and development plan

Day 2: Strategic Talent Management

- End-to-end talent management lifecycle
- Workforce planning and talent forecasting
- Modern recruitment and sourcing strategies
- Competency-based selection and assessment techniques
- Effective onboarding and integration practices
- Reducing turnover through engagement strategies
- Workshop: Designing a strategic talent acquisition plan

Day 3: Employee Relations and Organizational Impact

- Building a high-performance organizational culture
- Strengthening employee engagement and motivation
- Managing employee relations and workplace dynamics
- Conflict resolution and negotiation strategies
- Linking HR practices to business outcomes productivity, revenue, retention
- Creating a collaborative and trust-based environment
- Case study: Improving employee engagement and retention

Day 4: HR Design, Operations, and Continuous Improvement

- Designing HR frameworks, policies, and systems
- Building structured HR processes and operational models
- Organizational design and team alignment
- Continuous improvement and agile HR practices
- HR analytics: research, assessment, and data-driven insights
- Developing HR manuals, tools, and communication systems
- Workshop: Designing an HR operational framework

Day 5: Future HR Leadership and Digital Transformation

- Global workforce trends and talent mobility strategies
- Managing expatriates and global HR practices
- Leveraging HR technology and automation for workforce optimization
- Coaching, mentoring, and performance alignment
- Knowledge management and organizational learning
- Encouraging innovation and cross-functional collaboration
- Final workshop: Developing a strategic HR leadership roadmap

Registration form on the Training Course: HR Leadership Program

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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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