



*Training Course:
Strategic Change Management for HR
Professionals*

*23 - 27 August 2027
Kigali (Rwanda)*

Training Course: Strategic Change Management for HR Professionals

Training Course code: HR1026 From: 23 - 27 August 2027 Venue: Kigali (Rwanda) - Training Course Fees: 6350 € Euro

Introduction

This program, designed by Global Horizon Training Center, highlights the key areas of strategic change required for any world-class HR function to succeed in today's competitive and rapidly evolving business environment.

The program focuses on ten critical HR activities and introduces innovative approaches, modern tools, and strategic frameworks to maximize efficiency, effectiveness, and value creation within the HR function. Participants will gain practical insights into transforming HR from a traditional administrative role into a dynamic, business-driven function that contributes directly to organizational success.

Objectives

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

- Prioritize HR activities and identify value-driving functions
- Maximize manpower utilization and organizational efficiency
- Develop strategic action plans that deliver measurable cost savings
- Apply modern HR strategic models and frameworks
- Utilize predictive forecasting in HR planning
- Enhance succession planning effectiveness while reducing costs
- Apply business process re-engineering techniques within HR and across the organization
- Identify and improve key HR processes to increase overall performance

Target Audience

- HR Managers and Senior HR Professionals
- Organizational Development and Change Management Specialists
- Training and Talent Development Managers
- HR Business Partners and Strategic Advisors
- Professionals involved in organizational transformation and HR strategy

Outlines

Day 1: HR as the Strategic Partner

- The evolving role of HR: from cost center to profit center

- The new strategic HR process
- The 10-input checklist for strategic HR
- Creativity and innovation in HR strategy
- Translating strategy into actionable plans
- Strategic Action Plans and implementation
- HR's role in matrix management and performance measurement
- Identifying key improvement areas within HR

Day 2: Making HR Effective - 10 Decisive Actions

- Redesigning the HR structure for maximum efficiency
- The future shape of HR departments
- Understanding value creation in HR
- Manpower planning using predictive techniques
- Downsizing vs. right-sizing strategies
- Optimizing organizational structures and productivity
- Supervisor-to-employee ratio optimization

Day 3: Advances in Recruitment, Training & Performance Optimization

- Modern recruitment strategies and behavioral approaches
- Enhancing selection through testing and profiling
- Advanced interviewing techniques
- Training efficiency models and value-based learning
- Evaluating training effectiveness and ROI
- Costing and prioritizing training investments
- Improving reward systems and compensation strategies
- Case studies on performance and talent optimization

Day 4: Performance, Competence & Succession Planning

- Setting and measuring performance standards
- Predictive forecasting in performance management
- Competency frameworks and measurement techniques
- Improving performance appraisal systems
- Maximizing value from training and development
- Strategic succession planning approaches
- Personal Development Plans PDP
- Tools and systems for performance and talent management

Day 5: Business Process Re-engineering & HR ROI

- Introduction to Business Process Re-engineering BPR
- Mapping and redesigning HR processes
- Case studies: organizational transformation
- Measuring HR efficiency and value creation
- HR Return on Investment ROI models
- Practical applications of HR analytics
- Program review and action planning

Registration form on the Training Course: Strategic Change Management for HR Professionals

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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

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