



*Training Course:
Strategic HR*

*22 February - 5 March 2027
Milan (Italy)*

Training Course: Strategic HR

Training Course code: HR3054 From: 22 February - 5 March 2027 Venue: Milan (Italy) - Training Course Fees: 9450 € Euro

Introduction

In an era defined by rapid technological advancement, global competition, and evolving workforce expectations, Human Resources is no longer a support function—it is a **strategic driver of organizational success**. Modern HR departments must operate in full alignment with business strategy, leveraging innovative frameworks, data-driven insights, and advanced leadership capabilities to create measurable value.

This comprehensive 10-day program is designed to redefine the role of HR professionals by equipping them with the tools, models, and methodologies required to lead transformation, enhance performance, and build future-ready organizations. It integrates **strategic HR thinking, leadership excellence, organizational development, and global HR practices** into a unified learning journey.

Participants will explore cutting-edge concepts such as **organizational effectiveness models, corporate culture transformation, HR maturity frameworks, performance excellence standards including Malcolm Baldrige National Quality Award criteria, and modern HR operating models**, enabling them to move beyond traditional HR practices and become true business partners.

Program Objectives

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

- Align HR strategies with **organizational vision and long-term business goals**
- Lead and develop **high-performance teams and cultures**
- Apply advanced **strategic planning and execution models**
- Utilize modern HR frameworks and maturity models to assess and improve HR performance
- Implement **innovative performance management and appraisal systems**
- Apply negotiation and influencing skills to achieve business outcomes
- Design HR structures that deliver **measurable organizational value**
- Leverage international HR trends, analytics, and technology
- Build a culture of **continuous improvement, innovation, and engagement**

Target Audience

- HR Managers and HR Directors
- Senior HR Business Partners
- Organizational Development Leaders
- Executives involved in workforce strategy
- Professionals transitioning into strategic HR roles

Training Outline

Day 1: People Management Excellence

- Sociotechnical systems and modern management thinking
- Advanced communication techniques for leaders
- Motivational frameworks for high performance
- Coaching and mentoring for development
- Empowerment strategies and accountability
- Characteristics of high-impact managers

Day 2: Leading High-Performance Teams

- Building and sustaining effective teams
- Diagnosing dysfunctional teams
- Team dynamics and behavioral styles
- Conflict management and resolution strategies
- Leading virtual and hybrid teams
- Practical exercise: Team effectiveness simulation

Day 3: Strategic Planning & Competitive Advantage

- Strategic planning frameworks and methodologies
- Achieving competitive advantage through HR
- Dynamic SWOT analysis and environmental scanning
- Vision, mission, and strategic alignment
- Contingency planning and risk management
- Case studies: Strategic success and failure

Day 4: Negotiation & Influencing Skills

- Negotiation models and frameworks
- Characteristics of successful negotiators
- Developing negotiation strategies
- Persuasion and influencing techniques
- Managing complex negotiations
- Practical negotiation simulations

Day 5: Operational Excellence & Performance Standards

- Overview of Malcolm Baldrige National Quality Award
- Benchmarking against high-performing organizations
- Continuous improvement methodologies
- Building employee commitment
- Designing high-performance organizations

Day 6: The Changing Role of HR

- Global trends shaping HR transformation

- Impact of technology and digital disruption
- Evolving HR structures and operating models
- HR change readiness assessment HR change model
- Case discussions: Future HR scenarios

Day 7: Strategic Models & Innovation in HR

- Overview of key strategic HR models
- Applying integrated models including LAND model concepts
- Creativity and innovation in HR strategy
- Measuring strategic impact
- Workshop: Designing innovative HR solutions

Day 8: Translating Strategy into Action

- Converting strategy into actionable business plans
- The 6S model for measurable execution
- Designing HR quality and performance plans
- Linking HR initiatives to business outcomes
- Case study: From strategy to results

Day 9: Future of International HR

- Re-engineering HR processes
- Three-tier HR operating model Shared Services, COEs, HRBPs
- Human capital valuation and management
- Competency frameworks and performance measurement
- Recruitment transformation and psychometric tools
- Designing corporate culture frameworks

Day 10: Advanced HR Impact & Organizational Efficiency

- Rightsizing and workforce optimization
- Compensation strategies to enhance productivity
- Reinventing performance appraisal systems
- Motivation models e.g., MMM framework
- Knowledge management and future work trends
- HR's role in corporate communication and forecasting
- Final workshop: Strategic HR transformation plan

Registration form on the Training Course: Strategic HR

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Complete & Mail or fax to Global Horizon Training Center (GHTC) at the address given below

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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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