



*Training Course:
Advanced HR Manager Leadership and Change
Management Training*

*4 - 8 January 2027
Lisbon (Portugal)*

Training Course: Advanced HR Manager Leadership and Change Management Training

Training Course code: HR235227 From: 4 - 8 January 2027 Venue: Lisbon (Portugal) - Training Course Fees: 6050 € Euro

Introduction

In today's dynamic and rapidly evolving business landscape, HR Managers are no longer limited to administrative functions—they are **strategic leaders** responsible for shaping organizational culture, driving transformation, and enabling business success.

This advanced training program, designed by **Global Horizon Training Center**, equips HR Managers with the leadership capabilities, strategic mindset, and modern HR expertise required to navigate complexity and lead high-impact HR functions. The program emphasizes **leadership excellence, data-driven HR, change management, and future-ready HR practices**.

Through a combination of interactive workshops, case studies, simulations, and peer collaboration, participants will gain the practical tools needed to **lead HR teams, influence organizational direction, and manage transformation effectively**.

Program Objectives

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

- Demonstrate **advanced leadership competencies** in HR management
- Apply **modern HR practices, tools, and strategic frameworks**
- Lead and develop **high-performing HR teams**
- Manage and facilitate **organizational change and transformation initiatives**
- Enhance **employee engagement, experience, and organizational culture**
- Develop strategies for **diversity, equity, and inclusion DEI**
- Address complex HR challenges and crisis situations effectively
- Build strong professional networks and collaborative relationships

Target Audience

This program is designed for:

- Mid to Senior-Level HR Managers
- HR Directors and HR Leaders
- HR Business Partners
- Professionals transitioning into HR leadership roles
- Organizational Development and Talent Management Leaders

Training Outline

Day 1: Leadership Foundations for HR Managers

- Introduction to program objectives and expectations
- The evolving role of HR leaders in organizational success
- Leadership theories and models in HR context
- Self-assessment of leadership style and effectiveness
- Emotional intelligence and interpersonal influence
- Communication strategies for HR leaders

Day 2: Modern HR Practices and Trends

- Emerging HR trends and future workforce dynamics
- Data-driven HR decision-making and analytics
- Employee experience EX and engagement strategies
- Digital transformation in HR HRIS, AI, automation
- Strategic HR alignment with business objectives

Day 3: Leading HR Teams to Success

- Building and developing high-performance HR teams
- Performance management systems and feedback culture
- Coaching and mentoring HR professionals
- Conflict resolution and negotiation techniques
- HR compliance, governance, and legal considerations

Day 4: Change Management for HR Leaders

- Understanding organizational change models Kotter, ADKAR
- Leading cultural transformation initiatives
- Managing resistance to change effectively
- Communication strategies during change
- Case studies and practical change management exercises

Day 5: Building a Future-Ready HR Function

- Diversity, Equity & Inclusion DEI leadership strategies
- Crisis management and organizational resilience
- Fostering innovation and continuous learning in HR
- Strategic workforce planning and future skills development
- Action planning: Building a future-ready HR roadmap
- Peer networking and knowledge sharing session

Registration form on the Training Course: Advanced HR Manager Leadership and Change Management Training

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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:
Telephone / Mobile:
Personal E-Mail:
Official E-Mail:

Company Information

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Address:
City / Country:

Person Responsible for Training and Development

Full Name (Mr / Ms / Dr / Eng):
Position:
Telephone / Mobile:
Personal E-Mail:
Official E-Mail:

Payment Method

- ☐ Please find enclosed a cheque made payable to Global Horizon
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