



Training Course:
***STRATEGIC HR MANAGEMENT MAVEN
INSIGHTS***

*31 May - 4 June 2027
Kigali (Rwanda)*

Training Course: STRATEGIC HR MANAGEMENT MAVEN INSIGHTS

Training Course code: HR234933 From: 31 May - 4 June 2027 Venue: Kigali (Rwanda) - Training Course Fees: 6350 € Euro

Introduction

In today's fast-changing business environment, HR's role has evolved from administrative support to strategic partnership. Especially in the digital age, HR is expected to drive productivity, promote innovation, and align closely with core business goals. Strategic HR Management Maven Insights introduces a transformative approach that empowers HR professionals to lead with impact, integrate HR into business strategy, and shape future-ready organizations.

Objectives

By the end of this training, participants will:

- Understand how to align organizational design with strategic objectives.
- Strengthen leadership capabilities specifically for HR professionals.
- Apply advanced Diversity, Equity, Inclusion & Belonging DEIB strategies.
- Leverage people analytics and dashboards for better HR decision-making.
- Design effective learning and development programs to build future capabilities.
- Master modern approaches to attracting, selecting, and retaining top talent.
- Identify and respond to emerging HR trends that impact strategic planning.

Target Audience

- HR Management
- HR Consultants
- Executive Directors
- Business Unit Heads
- Organizational Development Professionals

- Middle Management

Outlines:

Day 1: Organizational Development & Strategic HR Leadership

- Understanding organizational development OD in dynamic environments
- Aligning organizational structure with business strategy
- Principles of organizational design and change management
- The evolving role of HR as a strategic business partner
- Building strategic capabilities in HR leadership
- Integrating lean thinking and HR operating models

Day 2: Driving Culture Transformation through Inclusion

- Strategic importance of Diversity, Equity, Inclusion & Belonging DEIB
- Building inclusive cultures: frameworks and practical tools
- Overcoming resistance and unconscious bias
- Designing impactful DEIB programs
- Measuring inclusion and cultural transformation
- Case studies from global organizations

Day 3: People Analytics & HR Metrics

- The fundamentals of people analytics
- Using data to inform and improve workforce decisions
- Ethical considerations in HR data use
- Identifying and tracking key HR metrics and KPIs
- Designing intuitive HR dashboards
- Turning data into insights: reporting that drives impact

Day 4: Learning and Development as a Strategic Tool

- Connecting L&D with organizational performance
- Creating learning strategies to close skill gaps
- Fostering a learning culture to support innovation and adaptability
- Leveraging digital learning tools and platforms
- Building talent pipelines through internal development
- Measuring L&D effectiveness and ROI

Day 5: Talent Acquisition and Future HR Trends

- Strategic talent acquisition in a competitive landscape
- Employer branding and candidate experience
- Leveraging technology in recruitment and selection
- Aligning hiring strategies with business goals
- Top HR trends in 2023 and beyond
- Preparing HR for the future: new roles, technologies, and workplace expectations

Registration form on the Training Course: STRATEGIC HR MANAGEMENT MAVEN INSIGHTS

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