



*Training Course:
Leading Strategic HR Transformation*

*8 - 12 February 2027
Milan (Italy)*

Training Course: Leading Strategic HR Transformation

Training Course code: HR3025 From: 8 - 12 February 2027 Venue: Milan (Italy) - Training Course Fees: 5775 € Euro

Introduction

The role of Human Resources is undergoing a fundamental transformation—from an operational support function to a **strategic business partner that drives organizational performance and long-term value**. Modern organizations expect HR professionals to contribute at the executive level by shaping strategy, enabling change, and delivering measurable business outcomes.

Leading global bodies such as the Chartered Institute of Personnel and Development consistently emphasize that the future of HR lies in its ability to integrate with business strategy, leverage data, and influence decision-making at the highest level.

This program is designed to bridge the gap between **traditional HR practices and strategic HR leadership**, equipping participants with the frameworks, tools, and executive mindset required to transition into high-impact roles. It focuses on **strategic planning, predictive analytics, human capital measurement, and executive communication**, enabling HR professionals to become true drivers of business success.

Program Objectives

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

- Master advanced **HR strategic planning processes and models**
- Translate business strategy into **actionable HR objectives using the 6 S model**
- Develop and implement **HR strategic action plans aligned with organizational goals**
- Generate and interpret **predictive HR insights and workforce trends**
- Conduct **executive-level business interviews and presentations**
- Understand the future of employment and workforce dynamics
- Build confidence to operate effectively at **senior and executive levels**

Target Audience

- HR Managers and HR Business Partners
- Senior HR Specialists and Consultants
- Organizational Development Professionals
- Professionals transitioning to strategic HR roles
- Line Managers involved in workforce strategy

Program Outline

Day 1: Strategic HR Foundations & Business Alignment

- The evolving role of HR at the executive level
- Aligning HR strategy with vision, mission, and business plans
- Traditional vs. modern strategic planning approaches
- The [10-step HR strategic model](#)
- Building HR as a value-added function
- End-of-day strategic reflection

Day 2: Translating Strategy into Action

- Converting corporate strategy into HR objectives
- Applying the [6 S model](#) for HR execution
- Developing business and strategic action plans
- Securing stakeholder commitment to HR initiatives
- HR budgeting and financial alignment
- Producing executive-level financial insights costs, ROI, unit analysis

Day 3: Predictive HR & Workforce Intelligence

- Importance of predictive analytics in strategic HR
- Trend analysis and workforce forecasting
- Tools and software for predictive planning
- Succession planning and emergency workforce strategies
- Data-driven decision-making frameworks

Day 4: Measuring Human Capital Performance

- Organizational maturity and culture assessment tools
- Linking performance with competencies
- Methods for valuing human capital
- Designing and tracking [HR KPIs and performance indicators](#)
- Presenting HR insights at the executive level

Day 5: Future HR Trends & Strategic Leadership

- Global workforce trends and emerging challenges
- Changing employee expectations and engagement models
- Leadership evolution and organizational agility
- Future HR operating models
- Strategic adaptation and innovation in HR
- Final review and action planning

Registration form on the Training Course: Leading Strategic HR Transformation

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