Strategic Human Resources Management: Driving Business Success

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Rome (Italy)



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Why This Course

As organizations face increasing pressure to stay competitive and agile, the role of HR has evolved into a strategic function that directly contributes to business success. Today's HR professionals are expected to go beyond operational tasks and actively shape organizational direction through effective people strategies.

This intensive 1-week program is designed to equip HR professionals and business leaders with the tools and frameworks needed to manage human resources strategically. It focuses on aligning HR practices with business objectives, leveraging data for better decision-making, and creating measurable value through effective talent and performance management.

What You'll Learn and Practice

By joining this program, you will:

- Understand the strategic role of HR in driving organizational success.
- Align HR practices with business goals and priorities.
- Use data and analytics to support informed HR decisions.
- Design and implement effective talent management strategies.
- Measure and demonstrate the impact of HR on business performance.

The Program Flow

Day 1: Foundations of Strategic HR Management

- Exploring the evolution of HR into a strategic business partner.
- Aligning HR strategy with overall business direction.
- Understanding HR's role in driving organizational performance.
- Applying strategic workforce planning and analytics.

Day 2: Talent Acquisition and Management

- Developing workforce planning strategies to meet business needs.
- Building strong employer branding and recruitment approaches.
- Applying effective talent assessment and selection methods.
- Designing onboarding processes that support engagement and retention.



Day 3: Performance Management and Compensation

- Designing performance management systems that drive results.
- Setting clear goals and implementing continuous feedback practices.
- Developing competitive compensation and total rewards strategies.
- Linking performance to incentives and reward systems.

Day 4: Learning and Development

- Aligning learning and development initiatives with business needs.
- Building leadership development and succession planning frameworks.
- Creating a culture that supports continuous learning.
- Measuring the impact and return of training initiatives.

Day 5: Organizational Development and Change Management

- Understanding HR's role in shaping organizational culture.
- Applying structured change management approaches.
- Enhancing employee engagement and experience.
- Measuring and communicating HR's strategic value.

Individual Impact

- Strengthen your ability to think and act strategically in HR roles.
- Improve your skills in workforce planning, talent management, and analytics.
- Build confidence in aligning HR initiatives with business priorities.
- Enhance your ability to influence organizational decisions.

Organizational Impact

- Align HR strategies with business objectives for better results.
- Improve talent attraction, development, and retention.
- Strengthen performance management and employee engagement.
- Enable data-driven decision-making across HR functions.

Training Methodology

This program focuses on practical application and real-world relevance through:

- Case studies reflecting modern HR challenges.
- Interactive discussions and group exercises.
- Hands-on workshops in strategy development and analytics.
- Practical tools and templates for immediate implementation.



Beyond the Course

By the end of this program, participants will be equipped with the knowledge and tools needed to lead HR strategically and contribute to business success.

They will return ready to:

- Develop and implement a strategic HR plan.
- Build effective talent management and performance systems.
- Use data to demonstrate HR's value and impact.
- Support organizational growth through strong people strategies.

This course empowers HR professionals to move beyond traditional roles and become strategic partners who drive performance, innovation, and long-term success.

