HR Leadership Competencies for Exceptional Performance

2027 □□□□ 19 – 15
Brussels (Belgium)



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Ref: 20220118_186049 Location: Brussels (Belgium) Fees: 5200 GBP

Why This Course

The role of HR has evolved into a strategic leadership function that directly influences organizational performance and growth. Today's HR leaders are expected to think strategically, lead change, develop talent, and use data to guide decisions—all while building strong relationships across the organization.

This intensive 1-week program is designed to strengthen the leadership capabilities of HR professionals. It combines strategic insight with practical application, helping participants lead with confidence, drive performance, and contribute meaningfully to organizational success.

What You'll Learn and Practice

By joining this program, you will:

- Build essential HR leadership competencies for modern organizations.
- Develop effective talent management and employee engagement strategies.
- Strengthen strategic thinking and decision-making skills.
- Foster a culture of innovation and continuous improvement.
- Enhance communication and influence across all organizational levels.

The Program Flow

Day 1: Strategic HR Leadership

- Understanding the evolving role of HR as a strategic partner.
- Aligning HR initiatives with business objectives.
- Developing a strategic mindset for decision-making.
- Using data to support HR strategies and actions.

Day 2: Talent Management and Development

- Designing effective talent acquisition strategies.
- Building structured employee development programs.
- Strengthening succession planning and leadership pipelines.
- Applying best practices in performance management.



Day 3: Organizational Culture and Change Management

- Shaping and influencing organizational culture.
- Leading change initiatives with clarity and direction.
- Promoting diversity, equity, and inclusion.
- Building workforce resilience and adaptability.

Day 4: HR Analytics and Technology

- Using HR analytics to generate strategic insights.
- Leveraging technology to improve HR processes.
- Measuring and reporting HR performance effectively.
- Addressing ethical considerations in data management.

Day 5: Leadership Communication and Influence

- Developing executive presence and leadership confidence.
- Applying effective communication strategies.
- Building strong relationships with key stakeholders.
- Managing organizational dynamics and resolving conflicts.

Individual Impact

- Strengthen your leadership capabilities within HR.
- Improve your strategic thinking and decision-making skills.
- Build confidence in influencing and communicating effectively.
- Enhance your ability to lead teams and initiatives.

Organizational Impact

- Align HR leadership with organizational strategy.
- Improve talent development and retention outcomes.
- Strengthen organizational culture and employee engagement.
- Enable more effective, data-driven HR decision-making.

Training Methodology

This program emphasizes practical learning through:

- Real-world case studies and leadership scenarios.
- Interactive discussions and group exercises.
- Workshops focused on strategy, analytics, and leadership skills.
- Tools and frameworks for immediate application.



Beyond the Course

By the end of this program, participants will be equipped with the skills and tools needed to lead HR functions strategically and effectively.

They will return ready to:

- Develop a clear and actionable HR strategy.
- Build strong talent management and development programs.
- Use data to guide decisions and improve performance.
- Lead with confidence and influence across the organization.

This course empowers HR professionals to step into leadership roles with clarity, capability, and a strong strategic mindset—driving both people success and organizational growth.

