

# Training Course on Strategic Human Resource Management

Professional Development Training Course Outline

|          |                        |               |                         |
|----------|------------------------|---------------|-------------------------|
| Category | Information Technology | Duration      | 10 Days                 |
| Base Fee | \$3,000 USD            | Delivery Mode | Online / On-site Hybrid |

## Course Introduction

In today’s rapidly evolving business environment, Strategic Human Resource Management (SHRM) plays a pivotal role in aligning HR practices with organizational goals to drive long-term performance and innovation. Training Course on Strategic Human Resource Management offers an in-depth understanding of how HR strategies can be developed and implemented to gain competitive advantage. With a focus on talent acquisition, workforce planning, performance management, and organizational culture, learners will acquire the tools to navigate the complexities of human capital in modern enterprises.

By integrating key trends such as AI in HR, HR analytics, remote workforce management, and DEI strategies, this course equips HR professionals and business leaders with the skills to think strategically and act decisively. Whether you are looking to optimize employee engagement or enhance organizational agility, this program provides a roadmap to HR transformation in the digital age.

## Programme Curriculum

### Training Course on Strategic Human Resource Management

#### Introduction

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### **Course Objectives**

1. Understand the principles of Strategic Human Resource Planning
2. Align HR strategies with organizational vision and goals
3. Analyze the role of HR Analytics and Data-Driven Decision Making
4. Evaluate methods of Talent Acquisition and Retention Strategies
5. Implement Performance Management Systems effectively
6. Design Compensation and Benefits Plans strategically
7. Promote Diversity, Equity, and Inclusion (DEI) Initiatives
8. Leverage HR Technology and AI in Recruitment
9. Navigate Legal and Ethical HR Practices
10. Drive Employee Engagement and Experience
11. Manage Organizational Change and Development
12. Develop Leadership and Succession Planning Frameworks
13. Explore Remote Workforce and Hybrid Work Models

### **Target Audience**

1. HR Managers
2. Talent Acquisition Specialists
3. Business Leaders
4. Organizational Development Professionals
5. Entrepreneurs
6. MBA Students
7. Corporate Trainers
8. Learning & Development Managers

### **Course Duration:**

- 10 days

### **Course Modules**

#### **Module 1: Introduction to Strategic HRM**

- Evolution of HR to SHRM
- Importance of strategic alignment
- Core SHRM models
- SHRM vs. traditional HRM
- Key roles of HR in strategy

## **Module 2: Talent Acquisition & Employer Branding**

- Recruitment strategies
- Employer branding techniques
- Sourcing and attracting top talent
- Onboarding best practices
- Hiring metrics and KPIs

## **Module 3: Workforce Planning & Forecasting**

- Supply and demand forecasting
- Skill gap analysis
- Succession planning
- Strategic staffing models
- Workforce analytics

## **Module 4: Performance Management Systems**

- Setting SMART goals
- Continuous feedback models
- Employee evaluations
- Performance improvement plans
- Technology in performance management

## **Module 5: Learning & Development Strategy**

- Training needs assessment
- Learning culture development
- Upskilling and reskilling
- E-learning tools and platforms
- Evaluating training effectiveness

## **Module 6: Compensation & Benefits**

- Strategic compensation design
- Equity and fairness in pay
- Incentive programs
- Benefits management trends
- Global compensation structures

## **Module 7: HR Analytics & Metrics**

- Key HR metrics

- Predictive analytics
- Data visualization tools
- ROI of HR programs
- Integrating data into decision-making

#### **Module 8: Diversity, Equity & Inclusion (DEI)**

- Building inclusive workplaces
- Bias reduction strategies
- DEI policy development
- Monitoring and reporting DEI progress
- Inclusive leadership practices

#### **Module 9: Organizational Culture & Employee Engagement**

- Defining organizational culture
- Engagement drivers and surveys
- Cultural transformation initiatives
- Recognition and reward systems
- Emotional intelligence in HR

#### **Module 10: Remote & Hybrid Work Strategies**

- Designing flexible work policies
- Virtual collaboration tools
- Remote performance management
- Employee well-being in remote settings
- Building virtual team culture

#### **Module 11: Legal & Ethical Aspects of HR**

- Labor law compliance
- Workplace ethics and integrity
- Policy formulation
- Handling workplace grievances
- Anti-discrimination practices

#### **Module 12: HR Technology & Digital Transformation**

- HRIS and cloud platforms
- Automation in HR
- AI-powered recruitment
- Blockchain in HR
- HR digital maturity models

#### **Module 13: Succession Planning & Leadership Development**

- Identifying high-potential talent
- Coaching and mentoring programs

- Leadership pipelines
- Competency modeling
- Strategic leadership roles

#### **Module 14: Organizational Change Management**

- Change models (e.g., Kotter's)
- Communication during change
- Overcoming resistance
- Change champions
- Measuring change success

#### **Module 15: Strategic Role of HR Business Partners**

- HRBP model and functions
- Strategic partnerships
- Consulting mindset in HR
- HR's role in innovation
- Building credibility and influence

#### **Training Methodology**

- Interactive virtual and in-person workshops
- Case studies and scenario analysis
- Live Q&A and peer collaboration
- Action learning projects
- Assessments, quizzes, and feedback reviews

#### **Register as a group from 3 participants for a Discount**

Send us an email: [info@fineskilltrainingcenter.org](mailto:info@fineskilltrainingcenter.org) or call +254769199797

#### ***Certification***

*Upon successful completion of this training, participants will be issued with a globally- recognized certificate.*

#### ***Tailor-Made Course***

*We also offer tailor-made courses based on your needs.*

#### **Key Notes**

- a. The participant must be conversant with English.
- b. Upon completion of training the participant will be issued with an Authorized Training Certificate
- c. Course duration is flexible and the contents can be modified to fit any number of days.

- d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.
- e. One-year post-training support Consultation and Coaching provided after the course.
- f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

## Upcoming Scheduled Sessions

| Start Date  | End Date    | Location | Price   |
|-------------|-------------|----------|---------|
| 21 Sep 2026 | 02 Oct 2026 | Online   | \$2,000 |
| 21 Sep 2026 | 02 Oct 2026 | Physical | \$3,000 |
| 21 Sep 2026 | 02 Oct 2026 | Physical | \$0     |
| 21 Sep 2026 | 02 Oct 2026 | Physical | \$0     |
| 21 Sep 2026 | 02 Oct 2026 | Physical | \$0     |
| 21 Sep 2026 | 02 Oct 2026 | Physical | \$0     |
| 21 Sep 2026 | 02 Oct 2026 | Physical | \$0     |
| 21 Sep 2026 | 02 Oct 2026 | Physical | \$0     |

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

Email: [info@fineskilltrainingcenter.com](mailto:info@fineskilltrainingcenter.com) | Website: [www.fineskilltrainingcenter.com](http://www.fineskilltrainingcenter.com)