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Strategic Human Resource Management

Upcoming Training Event

Istanbul, Turkiye · 17 October 2026

Skillslab Training Provider
Skills for Tomorrow's World

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Course Description

Introduction

Strategic Human Resource Management is a premium executive training program designed to equip HR leaders, department heads, senior managers, public sector professionals, and executive decision-makers with the strategic capabilities required to align human capital with organizational goals, improve workforce performance, and build future-ready institutions.

In today's rapidly evolving workplace, human resources is no longer limited to administrative processes and personnel management. It has become a strategic function that directly influences institutional performance, leadership effectiveness, workforce planning, talent retention, organizational culture, employee engagement, governance, transformation, and long-term sustainability.

This course provides a practical and executive-focused approach to strategic HR planning, workforce development, talent management, performance management, succession planning, employee engagement, HR governance, organizational capability building, and people analytics. Participants will learn how to transform HR from a support function into a strategic partner that drives measurable business and institutional value.

The executive-level value proposition of this program lies in helping government entities, ministries, public sector organizations, and large corporations strengthen workforce productivity, improve talent alignment, enhance leadership pipelines, support organizational transformation, and create HR strategies that contribute directly to performance, accountability, and sustainable growth.

This program is ideal for organizations seeking to modernize HR practices, improve workforce planning, develop future leaders, increase employee engagement, and align people management with strategic priorities.

Course Objectives

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

- Understand the strategic role of human resource management in modern organizations.
- Align HR strategy with organizational goals, public sector priorities, and corporate objectives.

- Develop practical workforce planning approaches that support current and future needs.
- Strengthen talent acquisition, retention, development, and succession planning.
- Improve performance management practices and employee accountability.
- Build HR policies and frameworks that support governance, fairness, and institutional effectiveness.
- Apply people analytics and HR metrics to support evidence-based decisions.
- Enhance employee engagement, motivation, and organizational culture.
- Support organizational change, transformation, and capability development.
- Identify critical workforce risks and develop practical mitigation approaches.
- Improve coordination between HR, leadership, operations, finance, and strategy teams.
- Prepare actionable HR recommendations for senior leadership and decision-makers.

Course Content: 5-Day Training Outline

Day 1: Strategic Foundations of Human Resource Management

- The evolution of human resource management from administration to strategic leadership.
- The role of HR in government entities, ministries, public sector organizations, and large corporations.
- Understanding strategic HR management and its impact on organizational performance.
- Aligning people strategy with institutional vision, mission, priorities, and service delivery.
- The relationship between HR, leadership, culture, governance, and performance.
- Key components of a strategic HR framework.
- HR as a strategic partner in transformation, growth, and institutional sustainability.
- Workforce challenges facing modern organizations and public institutions.
- Building credibility for HR at executive and leadership levels.
- Practical discussion: How strategic HR creates measurable organizational value.

Day 2: Workforce Planning, Talent Strategy, and Organizational Capability

- Principles of strategic workforce planning.
- Assessing current workforce capacity, capability, and structure.

- Identifying future workforce needs based on strategy, operations, and service demand.
- Workforce gap analysis and critical role identification.
- Talent acquisition strategies for specialized, leadership, and high-demand roles.
- Talent retention and employee value proposition.
- Building organizational capability through learning, development, and career pathways.
- Succession planning and leadership pipeline development.
- Managing workforce risks, skills shortages, and capability gaps.
- Practical exercise: Developing a workforce planning and talent strategy framework.

Day 3: Performance Management, Employee Engagement, and Culture

- Building effective performance management systems.
- Linking individual, team, and departmental performance with organizational priorities.
- Setting clear expectations, responsibilities, and performance indicators.
- Performance review, feedback, coaching, and development conversations.
- Managing underperformance and supporting continuous improvement.
- Employee engagement as a driver of productivity, retention, and service quality.
- Understanding motivation, commitment, and workplace experience.
- Organizational culture and its impact on behavior, performance, and change readiness.
- Building a culture of accountability, collaboration, innovation, and public value.
- Practical case study: Improving performance and engagement in a complex organization.

Day 4: HR Governance, Policies, People Analytics, and Decision Support

- HR governance and its role in fairness, compliance, transparency, and accountability.
- Designing HR policies that support consistency and organizational effectiveness.
- Managing employee relations, grievance processes, and workplace discipline.
- HR compliance, labor regulations, ethical conduct, and institutional responsibility.
- Using HR metrics to monitor workforce performance and organizational health.
- People analytics for decision-making in recruitment, retention, performance, and development.

- Key HR dashboards and workforce indicators for senior leadership.
- Integrating HR data with financial, operational, and strategic planning.
- Identifying workforce risks through data and evidence.
- Practical workshop: Building an HR dashboard and interpreting workforce insights.

Day 5: Strategic HR Transformation and Implementation

- Designing a strategic HR roadmap for organizational transformation.
- Modernizing HR operating models and service delivery.
- HR's role in change management, restructuring, digital transformation, and institutional reform.
- Building leadership capability and management accountability for people outcomes.
- Strengthening employee experience across the employment lifecycle.
- Integrating talent, performance, learning, engagement, and workforce planning.
- Communicating HR strategy to executives, managers, employees, and stakeholders.
- Common mistakes in HR transformation and how to avoid them.
- Developing a practical implementation plan for strategic HR initiatives.
- Final applied workshop: Presenting a strategic HR management improvement plan.

Target Audience

This course is designed for professionals involved in human resources, workforce planning, talent management, organizational development, performance management, governance, employee engagement, and executive decision-making.

The program is ideal for:

- HR managers and HR business partners.
- Human resource directors and senior HR professionals.
- Workforce planning and talent management professionals.
- Learning and development managers.
- Organizational development specialists.
- Performance management professionals.

- Employee relations and engagement officers.
- Government HR officials and ministry HR teams.
- Public sector managers responsible for workforce capability.
- Department heads and operational managers.
- Strategy and transformation professionals.
- Internal auditors, governance, and compliance professionals involved in HR oversight.
- Executives responsible for people strategy, organizational performance, or institutional transformation.
- Professionals preparing for leadership roles in HR, administration, organizational development, or public sector management.

Course Requirements

Participants are expected to have a basic understanding of human resource management, administration, leadership, organizational operations, or people management. Advanced HR specialization is not required, as the course explains strategic HR concepts through practical examples, case studies, and executive-level applications.

Recommended requirements include:

- Basic experience in HR, management, administration, operations, or organizational development.
- Familiarity with employee management, workforce planning, performance, or training processes.
- Interest in improving strategic HR capability and people management effectiveness.
- Ability to engage with organizational data, policies, and workforce challenges.
- Willingness to participate in discussions, case studies, exercises, and applied workshops.

Training Methodology

The training methodology combines executive education, practical HR strategy development, case-based learning, workforce analysis, and applied decision-making exercises. The course is designed to help participants move from operational HR activities to strategic human capital leadership.

The methodology includes:

- Expert-led presentations using clear, practical, and professional HR language.
- Real-world case studies from government, public sector, corporate, and institutional environments.
- Practical exercises on workforce planning, talent management, performance improvement, and HR governance.
- Group discussions on employee engagement, culture, leadership, compliance, and organizational transformation.
- Scenario-based learning focused on workforce risks, capability gaps, performance issues, and change challenges.
- Applied workshops for developing HR strategies, dashboards, and implementation plans.
- Interactive analysis of HR policies, workforce data, and organizational case scenarios.
- Practical tools, templates, and frameworks that participants can adapt to their workplace.

Learning Outcomes

Upon successful completion of the course, participants will be able to:

- Explain the strategic role of HR in organizational success and institutional performance.
- Align HR initiatives with strategy, governance, service delivery, and transformation priorities.
- Develop workforce planning approaches that address current and future capability needs.
- Support talent acquisition, retention, development, and succession planning.
- Improve performance management systems and employee accountability.
- Strengthen employee engagement and contribute to a healthier organizational culture.
- Design HR policies and governance practices that support fairness and consistency.
- Use HR metrics and people analytics to support better decision-making.
- Identify workforce risks and recommend practical solutions.
- Support organizational change and HR transformation initiatives.
- Communicate HR recommendations clearly to senior leaders and stakeholders.
- Contribute to stronger workforce productivity, leadership capability, and sustainable organizational performance.

Instructor Profile

The course is delivered by **an internationally certified expert with extensive practical and consulting experience** in strategic human resource management, workforce planning, talent management, organizational development, performance management, HR governance, employee engagement, people analytics, executive training, and institutional advisory.

The instructor combines strategic HR expertise with real-world consulting experience, enabling participants to understand human capital management in a clear, practical, and results-oriented way. The training approach focuses on workplace application, leadership impact, workforce capability, governance discipline, and measurable organizational improvement.

Executive Value Proposition

Strategic Human Resource Management enables organizations to transform HR from an administrative function into a strategic driver of performance, capability, engagement, and institutional resilience. Participants learn how to align people strategies with organizational priorities, build stronger workforce plans, improve talent decisions, and support sustainable transformation.

For government entities, ministries, public sector organizations, and large corporations, this course delivers practical value by strengthening workforce productivity, improving leadership pipelines, enhancing employee engagement, supporting governance, and enabling evidence-based HR decision-making.

The program helps organizations move beyond traditional HR operations toward strategic human capital leadership, where workforce decisions are connected to performance, accountability, service quality, transformation, and long-term institutional success.

Contact Us

To secure your place or request further information about this event, please contact us:

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