

High Impact Strategic HR: Driving Organizational Success

Human Resource
Berlin (Germany)
13 - 17 Oct 2025

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High Impact Strategic HR: Driving Organizational Success

Ref: 321405_128362 **Date:** 13 - 17 Oct 2025 **Location:** Berlin (Germany) **Fees:** 4200 **Euro**

Course Description

This intensive 5-day course equips HR professionals with advanced strategic skills to drive organizational success. Participants will learn to align HR practices with business objectives, lead change initiatives, and leverage data-driven insights for decision-making. The course covers key areas of strategic HR management, including talent acquisition, performance management, and organizational development.

Learning Objectives

- Develop and implement HR strategies that align with organizational goals
- Master techniques for effective talent management and succession planning
- Learn to use HR analytics to inform strategic decision-making
- Enhance leadership skills to drive organizational change and culture
- Understand global HR trends and their impact on business strategy

Course Modules

Day 1: Strategic HR Management Foundations

- Evolution of HR: From administrative to strategic partner
- Aligning HR strategy with business objectives
- HR's role in organizational strategy and competitive advantage
- Strategic workforce planning and organizational design

Day 2: Talent Acquisition and Management

- Strategic talent acquisition and employer branding
- Succession planning and leadership development
- Employee engagement and retention strategies
- Managing a multi-generational workforce

Day 3: Performance Management and Compensation

- Designing effective performance management systems
- Linking performance to strategic objectives
- Total rewards strategies for attracting and retaining talent
- Pay-for-performance and incentive programs

A graphic of a chessboard with several chess pieces (king, queen, rook, knight, and pawns) in gold and silver. The text 'UK Training PARTNER' is overlaid on the board.

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Day 4: HR Analytics and Technology

- Leveraging HR data for strategic decision-making
- Key HR metrics and their business impact
- HR technology trends and digital transformation
- Data privacy and ethical considerations in HR analytics

Day 5: Organizational Development and Change Management

- Leading organizational change and culture transformation
- Developing a learning organization
- Managing diversity, equity, and inclusion initiatives
- Future of work: Preparing for emerging HR challenges

Practical Wins for Participants

- Develop a strategic HR plan aligned with organizational objectives
- Create a talent management framework for improved succession planning
- Design a data-driven approach to HR decision-making
- Formulate a change management strategy for a major organizational initiative

A graphic of a chessboard with several chess pieces. A large gold king piece is prominent in the foreground, with a silver pawn and a silver knight nearby. In the background, there are concentric circles emanating from a point on the board.

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