

High Impact Strategic HR: Driving Organizational Success

Human Resource
Paris (France)
14 - 18 Jul 2025

UK Traininig

PARTNER



High Impact Strategic HR: Driving Organizational Success

Ref: 321405_128399 **Date:** 14 - 18 Jul 2025 **Location:** Paris (France) **Fees:** 4400 **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, including a king, queen, and pawns, arranged on it. The text 'UK Training PARTNER' is overlaid on the board.

UK Training
PARTNER

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, suggesting a strategic or analytical theme.

UK Training
PARTNER

Blackbird training cities



Amman (Jordan)



Amsterdam (Netherlands)

Accra (Ghana)

Annecy (France)

Baku (Azerbaijan)

Bali (Indonesia)

Bangkok (Thailand)

Bangkok (Thailand)

Barcelona (Spain)

Batumi (Georgia)

Beijing (China)

Beirut (Lebanon)

Berlin (Germany)

Birmingham (UK)

Bordeaux (France)

Boston, Massachusetts (USA)

Brussels (Belgium)

Cairo (Egypt)

Cape Town (South Africa)

Casablanca (Morocco)

Cascais (Portugal)

Copenhagen (Denmark)

Doha (Qatar)

Dubai (UAE)

Düsseldorf (Germany)

UK Training
PARTNER

Blackbird Training Category



Human Resource



Audit & Quality Assurance



Finance, Accounting, Budgeting



Marketing, Sales, Customer Service



Secretary & Admin



Law and Contract Management



Project Management



IT & IT Engineering



Supply Chain & Logistics



Management & Leadership



Professional Skills



Oil & Gas Engineering



Health & Safety



Telecom Engineering



Hospital Management



Customs & Safety



Aviation



C-Suite Training



Agile and Refinement



Blackbird training Clients



MANNAI Trading
Company WLL,
Qatar



Alumina Corporation
Guinea



Booking.com
Netherlands



Oxfam GB International
Organization,
Yemen



Capital Markets
Authority,
Kuwait



Waltersmith Petroman Oil Limited
Nigeria



Qatar National Bank
(QNB),
Qatar



Qatar Foundation,
Qatar



AFRICAN UNION ADVISORY
BOARD ON CORRUPTION,
Tanzania



KFAS
Kuwait



Reserve Bank of
Malawi,
Malawi



Central Bank of Nigeria
Nigeria



Ministry of Interior
Kingdom of Saudi Arabia
KSA



Mabruk Oil Company
Libya



Saudi Electricity
Company,
KSA



BADAN PENGELOLA
KEUANGAN Haji,
Indonesia



NATO
Italy



ENI CORPORATE
UNIVERSITY,
Italy



Gulf Bank
Kuwait



General Organization for
Social Insurance
KSA



Defence Space Administration
Nigeria



National Industries
Group (Holding),
Kuwait



Hamad Medical
Corporation,
Qatar



USAID
Pakistan



STC Solutions,
KSA



North Oil company,



EKO Electricity



Oman Broadband



UNITED NATIONS
UN.



Authority for

UK Training
PARTNER



LONDON TRAINING PROVIDER



www.blackbird-training.com



training@blackbird-training.com



+44 7480 775526 / +44 7401 177335