

# Strategic Human Resources Management for Professionals

Human Resources  
Malaga (Spain)  
03 - 07 Mar 2025

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## Strategic Human Resources Management for Professionals

**Ref:** 3019\_133738 **Date:** 03 - 07 Mar 2025 **Location:** Malaga (Spain) **Fees:** 4400 **Euro**

### Introduction

In modern organizations, Human Resources HR cannot limit itself to a mere implementation role. Its approach to managing the function needs to expand in order to truly become a strategic partner in the business. This course will help you learn about the tools and techniques used in drafting and developing HR strategies. It will also equip you with the knowledge and skills you need to translate such strategies into actions. Furthermore, the course will enable you to link the HR strategy to that of the organization and provide real value-adding HR solutions that you can present in a language organizational management understands.

### Course Objectives of Strategic Human Resources for HR Professionals

- List the main cycles in human resources and the critical steps of each
- Define strategic HR management and draft an HR strategy
- Explain the vital Key Performance Indicators KPIs which should be constantly monitored in HR
- Assess employee morale and determine a formula for calculating it objectively
- Differentiate between types of turnover and determine how each should be calculated
- Describe the main types of planning and budgeting approaches and how and when to use each

### Strategic Human Resources for HR Professionals Course Outlines

#### Day 1

##### The main cycles in human resources management

- HR strategy cycle
- Recruitment and selection cycle
- Training and development cycle
- Performance management cycle
- Compensation and benefits cycle

#### Day 2

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

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## Strategic HR management

- Situation analysis
- 'SWOT' analytical tool
- 'PEST' analytical tool
- 'PEDSTL' analytical tool
- HR strategy
- Visions and missions
- HR strategic goals
- Critical success factors in HR
- Key result areas
- Key performance indicators
- Core competencies
- Core values
- Measurement of each critical success factor category

## Day 3

### Measuring human resources

- Measuring HR strategies: the main KPIs
- Human resources versus human capital
- Return on Human Capital ROHC and Cost of Labor COL
- Human Value Added HVA and Profit per Employee PPE
- Employee morale and employee satisfaction indices
- Other HR metrics
- HR scorecards and dashboards
- The balanced scorecard

## Day 4

### Employee turnover

- Turnover versus attrition gross and net turnover
- Voluntary versus non-voluntary separation
- Analyzing turnover: interpreting the data
- Cost of turnover for organizations
- Healthy versus unhealthy turnover
- Turnover index

## Day 5

### Strategic planning and budgeting for human resources

- Strategic planning
- Approaches to planning
- Various HR plans
- Workforce plans

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- Training plans
- Project plans

### **The importance of budgeting**

- Approaches to budgeting
- Budgeting for HR plans

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