Leadership Bootcamp: Empowering HR Professionals for Success

20 – 24 September 2027
Rome (Italy)



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Why This Course

HR professionals are increasingly expected to move beyond operational responsibilities and take on a more strategic role within the organization. This shift requires a broader perspective, stronger business alignment, and the ability to influence decisions at the highest levels.

This intensive 1-week leadership bootcamp is designed to support that transition. It focuses on building strategic thinking, strengthening leadership capabilities, and equipping participants with the tools needed to drive change and innovation. Through practical exercises and real-world scenarios, participants will develop the confidence to contribute at a strategic level and create measurable business impact.

What You'll Learn and Practice

By participating in this program, you will:

- Develop strategic thinking to align HR initiatives with business goals.
- Apply structured change management approaches to organizational transformation.
- Strengthen communication and influence skills to engage senior stakeholders.
- Use data and analytics to support informed HR decisions.
- Build a leadership mindset that drives innovation and performance.

The Program Flow

Day 1: Strategic HR Leadership

- Transitioning from an operational role to a strategic leadership position.
- Aligning HR strategies with organizational objectives.
- Understanding business dynamics and stakeholder expectations.
- Developing a forward-looking HR mindset.

Day 2: Organizational Change and Transformation

- Exploring practical change management models and frameworks.
- Leading culture transformation initiatives.
- Managing resistance and building organizational resilience.
- Communicating change clearly across different levels.



Day 3: Data-Driven HR Decision Making

- Using HR metrics to measure business impact.
- Applying analytics in workforce planning and talent strategies.
- Understanding predictive approaches in HR decision-making.
- Presenting insights effectively to leadership teams.

Day 4: Influence and Communication Skills

- Building executive presence and professional credibility.
- Influencing stakeholders without formal authority.
- Communicating effectively with senior leadership.
- Applying negotiation techniques in HR contexts.

Day 5: Innovation and Future of HR

- Encouraging innovation in HR practices and processes.
- Exploring emerging trends in HR technology and transformation.
- Building agile and adaptable HR teams.
- Designing strategies that prepare HR for future challenges.

Individual Impact

- Strengthen leadership capabilities within the HR function.
- Improve confidence in strategic decision-making.
- Enhance communication and stakeholder engagement skills.
- Develop a more proactive and innovative mindset.

Work Impact

- Improve alignment between HR initiatives and business strategy.
- Strengthen organizational change and transformation efforts.
- Support better decision-making through data-driven insights.
- Enhance the overall strategic contribution of HR within the organization.

Training Methodology

This program combines strategic concepts with practical application to ensure meaningful outcomes. Methods include:

- Interactive sessions and leadership discussions.
- Case studies based on real organizational challenges.
- Practical exercises in strategy development and analysis.
- Group activities focused on collaboration and problem-solving.
- Simulations of real leadership and decision-making scenarios.



Beyond the Course

By the end of the program, participants will be able to:

- Develop strategic HR initiatives aligned with business goals.
- Create structured change management plans for real challenges.
- Design HR analytics tools to support decision-making.
- Deliver clear and influential presentations to senior leadership.

