Leading Strategic HR Transformation: Driving Business Success

2 – 6 August 2027
Tokyo (Japan)



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Why This Course

As organizations evolve in response to rapid change, the role of HR is shifting from a support function to a strategic driver of business success. Today's HR professionals are expected to lead transformation initiatives, leverage data for decision-making, and create experiences that attract, engage, and retain talent.

HR professionals will gain the mindset, tools, and practical frameworks necessary to lead strategic HR transformation through this intensive 1-week program. It focuses on aligning HR with business priorities, using data to drive decisions, and implementing modern practices that enhance both operational performance and employee experience.

What You'll Learn and Practice

By joining this program, you will:

- Develop strategic HR models aligned with organizational goals.
- Build data-driven HR strategies and actionable plans.
- Apply predictive analytics to anticipate trends and support decisions.
- Transform HR processes to improve efficiency and employee experience.
- Lead change initiatives that support successful HR transformation.

The Program Flow

Day 1: Foundations of Strategic HR

- Understanding the evolution of strategic human resource management.
- Exploring the role of HR as a business partner.
- Aligning HR strategy with organizational direction.
- Building a strategic mindset for HR leadership.

Day 2: HR Strategy Development and Implementation

- Designing comprehensive and forward-looking HR strategies.
- Translating strategic vision into practical objectives.
- Applying structured models to support HR transformation.
- Developing action plans aligned with business needs.



Day 3: Data-Driven HR and Predictive Analytics

- Using HR analytics to support strategic decision-making.
- Understanding and applying predictive trend analysis.
- Developing meaningful HR metrics and performance indicators.
- Demonstrating HR's impact through data insights.

Day 4: Transforming HR Operations and Employee Experience

- Redesigning HR processes to improve efficiency and effectiveness.
- Enhancing employee experience through strategic initiatives.
- Applying agile approaches within HR functions.
- Leveraging technology to support HR transformation efforts.

Day 5: Change Management and the Future of HR

- Applying structured change management approaches.
- Understanding emerging trends shaping the future of HR.
- Building a flexible and future-ready HR function.
- Evaluating transformation efforts and ensuring sustainability.

Individual Impact

- Strengthen your ability to think and act strategically within HR.
- Enhance your skills in using data and analytics for decision-making.
- Build confidence in leading transformation and change initiatives.
- Develop a forward-looking approach to HR management.

Organizational Impact

- Align HR strategies more closely with business objectives.
- Improve operational efficiency through redesigned HR processes.
- Enhance employee experience and engagement.
- Enable data-driven decisions that support long-term success.

Training Methodology

This program is designed to deliver practical value through:

- Real-world case studies and transformation scenarios.
- Interactive discussions and collaborative exercises.
- Hands-on workshops in strategy development and analytics.
- Practical tools and frameworks for immediate application.



Beyond the Course

Participants will emerge from this program equipped to lead HR transformation with clarity and confidence.

They will return ready to:

- Develop and implement strategic HR transformation plans.
- Use data and predictive insights to guide decisions.
- Design initiatives that improve employee experience.
- Lead change effectively across HR functions.

This course enables HR professionals to move beyond traditional roles and become key contributors to organizational strategy, performance, and future growth.

