



London TDM

## HR Training Courses

**Course Venue:** United Arab Emirates - Dubai

**Course Date:** From 26 April 2026 To 30 April 2026

**Course Place:** Downtown Dubai

**Course Fees:** 5,000 USD

## Introduction

The "Strategic Human Resource Management" course is designed to equip HR professionals and business leaders with advanced skills and strategies to align human resource practices with organizational goals. Over five days, participants will explore various aspects of strategic HR management, including organizational culture, talent management, and performance optimization, ensuring they can contribute significantly to organizational success.

## Objectives

- Understand the role of strategic HRM in achieving organizational success.
- Develop skills to align HR practices with business strategies.
- Learn advanced talent management and workforce planning techniques.
- Enhance knowledge of performance management and organizational development.
- Foster leadership and change management skills.

## Course Outlines

### Day 1: Introduction to Strategic Human Resource Management

- Overview of strategic HRM and its importance
- Differences between traditional and strategic HRM
- Aligning HR strategy with business goals
- Case studies on effective strategic HRM implementation
- Workshop: Developing an HR strategic plan

### Day 2: Organizational Culture and Change Management

- Understanding organizational culture
- The role of HR in shaping and sustaining culture
- Managing change within organizations
- Strategies for overcoming resistance to change
- Interactive session: Creating a culture of innovation

### Day 3: Talent Management and Workforce Planning

- Strategies for effective talent acquisition and retention
- Workforce planning and forecasting techniques
- Succession planning and leadership development
- Utilizing data analytics in talent management
- Group activity: Designing a talent management strategy

### Day 4: Performance Management and Organizational Development

- Constructing performance management systems
- Linking performance management to organizational goals
- Employee development and career pathing
- Organizational design and development interventions
- Case discussion: Performance management best practices

## **Day 5: Leadership, Ethics, and HR's Role in Business Strategy**

- The intersection of leadership and strategic HRM
- Promoting ethical behavior and compliance
- Communicating HR's value to stakeholders
- Transformational leadership and change agent roles
- Final project: Developing a strategic HR initiative