

aractech

Global Learning for Operational Leaders



HUMAN RESOURCES AND TRAINING | HRT-040

Certified HR Strategy Workshop

Contact

+31 85 7444446
info@aractech.com
<https://aractech.eu>

Address

Waarderweg 50, 2031PB Haarlem - Netherlands.

Course content

Why Attend

Human Resources has evolved from an administrative function into a strategic business partner that drives organizational success. This workshop equips participants with the knowledge and practical tools required to align HR strategies with corporate goals, improve workforce performance, strengthen talent pipelines, and build a future-ready organization. Participants will gain actionable insights to transform HR into a value-creating function.

Course Methodology

• This workshop uses an interactive and practical approach combining expert presentations, facilitated discussions, case studies, group exercises, strategy mapping sessions, benchmarking tools, and practical HR planning templates.

Course Objectives

- Understand the role of HR as a strategic partner
- Align HR strategies with business objectives
- Develop workforce planning and talent management strategies
- Design performance management systems that drive results
- Measure HR effectiveness using KPIs and analytics
- Build employee engagement and retention strategies

Target Audience

- HR Managers and HR Business Partners
- Talent Management Professionals
- Organizational Development Specialists
- Learning and Development Managers

Course outline

Detailed course outline

Day-by-day outline for Certified HR Strategy Workshop.

Day 1 - Strategic Role of HR in Modern Organizations

- Evolution of HR from administration to strategy
- Understanding business strategy and organizational goals
- HR's contribution to competitive advantage
- Strategic HR models and frameworks
- Building HR credibility with leadership
- HR trends shaping the future workplace

Day 2 - Workforce Planning and Talent Strategy

- Strategic workforce planning process
- Identifying current and future talent needs
- Succession planning frameworks
- Recruitment strategy and employer branding
- Talent retention strategies
- Skills gap analysis and future capability planning

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Day 3 - Performance Management and Employee Engagement

- Designing modern performance management systems
- Linking KPIs to strategic objectives
- Coaching and feedback culture
- Employee engagement drivers
- Reward and recognition strategies
- Managing underperformance effectively

Day 4 - HR Metrics, Analytics and Digital HR

- Measuring HR performance using KPIs
- HR dashboards and reporting tools
- Introduction to people analytics
- Using data for HR decision-making
- Digital transformation in HR
- HR technology trends and automation

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Day 5 - Building the HR Strategic Roadmap

- Developing an HR strategic plan
- Prioritizing HR initiatives and investments
- Managing HR change programs
- Stakeholder communication and buy-in
- Risk management in HR strategy execution
- Final workshop: Create your HR roadmap

Seminar dates

Available seminar dates

Live dates and pricing for Certified HR Strategy Workshop generated from the course details page.

| Date | Location | Format | Fee |
|-------------------|--------------|-----------|--------|
| 18 - 22 May 2026 | Barcelona | Classroom | €2,975 |
| 1 - 5 June 2026 | Amsterdam | Classroom | €2,940 |
| 8 - 12 June 2026 | Istanbul | Classroom | €2,240 |
| 15 - 19 June 2026 | Paris | Classroom | €3,080 |
| 6 - 10 July 2026 | Barcelona | Classroom | €2,940 |
| 20 - 24 July 2026 | Munich | Classroom | €2,975 |
| 3 - 7 August 2026 | Kuala Lumpur | Classroom | €1,575 |

Live online option

Online delivery is available at €1,250.