

aractech

Global Learning for Operational Leaders

HUMAN RESOURCES AND TRAINING | HRT-050

Digital Transformation in HR

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Course content

Why Attend

Digital transformation is reshaping Human Resources by improving efficiency, enhancing employee experience, and enabling data-driven decision-making. Modern HR teams must move beyond manual processes and adopt smart digital solutions that align with organizational goals. This course provides participants with practical tools to identify HR process gaps, use people data effectively, implement digital solutions, and build future-ready HR capabilities.

Course Methodology

• This course uses an interactive and practical approach through presentations, case studies, group discussions, process mapping exercises, digital HR workshops, analytics activities, and real workplace examples.

Course Objectives

- Understand the principles of digital transformation in HR
- Identify process gaps and improvement opportunities across HR functions
- Use HR data to support better decisions and service delivery
- Design digital HR workflows and solution requirements
- Improve change management and user adoption of HR systems
- Strengthen governance, privacy, and ethical practices in HR technology

Target Audience

- HR Professionals
- HR Managers
- HR Operations Staff
- Digital Transformation Teams

Course outline

Detailed course outline

Day-by-day outline for Digital Transformation in HR.

Day 1 - Understanding Digital Transformation in HR

- Defining digital transformation in HR and why it matters today
- Transition from manual to digital HR processes
- Link between digital HR and organisational performance
- Workforce and workplace trends influencing HR transformation
- Ethical and governance considerations in digital HR
- Building the vision for modern HR services

Day 2 - Identifying HR Process Gaps and Business Needs

- Reviewing HR processes across the employee lifecycle
- Identifying inefficiencies and pain points in existing processes
- Linking HR challenges to organisational priorities and strategy
- Defining clear problem statements to guide digital solutions
- Problem identification tools in HR contexts
- Decision-making tools for process improvement

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Day 3 - Using HR Data to Support Process Improvement

- Role of people data in HR decision-making
- Identifying key data sources within HR processes
- Different types of HR data and their uses
- Using data to diagnose problems and inform digital solutions
- Best practices for data privacy, ethics, and compliance
- Turning insights into HR improvements

Day 4 - Designing and Implementing Digital HR Solutions

- Turning HR process needs into digital solution requirements
- Digital tool selection criteria and considerations
- Redesigning HR workflows for digital implementation
- Managing change, communication, and user adoption
- Linking digital HR solutions to other organisational systems
- Managing implementation risks and success factors

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Day 5 - Sustaining Digital HR and Building Capability

- Monitoring the effectiveness of digital HR processes
- Measuring performance and service quality
- Supporting continuous improvement of digital HR solutions
- Building digital skills and capabilities within HR teams
- Lessons learned from HR transformation initiatives
- Personal action plans for digital HR success

Seminar dates

Available seminar dates

Live dates and pricing for Digital Transformation in HR generated from the course details page.

Date	Location	Format	Fee
1 - 5 June 2026	Amsterdam	Classroom	€2,940
8 - 12 June 2026	London	Classroom	€2,975
15 - 19 June 2026	Istanbul	Classroom	€2,695
6 - 10 July 2026	Kuala lumpur	Classroom	€1,575
20 - 24 July 2026	Amsterdam	Classroom	€2,940
3 - 7 August 2026	London	Classroom	€2,975
10 - 14 August 2026	Kuala lumpur	Classroom	€1,575

Live online option

Online delivery is available at €1,250.