

aractech

Global Learning for Operational Leaders



HUMAN RESOURCES AND TRAINING | HRT-036

Strategic HR, Business Partnering, and Employee Engagement

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Course content

Why Attend

Human Resources is no longer a purely administrative function—it is a strategic driver of business performance. Organizations that successfully align HR with business strategy gain a strong competitive advantage through improved talent management, higher employee engagement, and better organizational performance.

This programme is designed to develop HR professionals into strategic business partners who can influence decision-making, support leadership, and enhance workforce engagement. It focuses on transforming HR from an operational role into a value-creating strategic function.

Course Methodology

- Real-world HR business partnering case studies
- Interactive workshops and group discussions
- Scenario-based problem-solving exercises
- Practical frameworks for engagement and alignment
- Tools for strategic HR implementation

Course Objectives

- Understand the role of HR as a strategic business partner
- Align HR strategies with organizational goals
- Build strong relationships with business leaders
- Improve employee engagement and retention
- Apply HR analytics for better decision-making
- Support organizational change and transformation

Target Audience

- This course is suitable for:
- HR Business Partners
- HR Managers and Senior HR Professionals

Course outline

Detailed course outline

Day-by-day outline for Strategic HR, Business Partnering, and Employee Engagement.

Day 1 - Strategic HR and Business Alignment

- Evolution of HR from operational to strategic role
- Understanding business strategy and HR alignment
- HR as a business partner model
- Key responsibilities of strategic HR professionals
- Linking HR initiatives to business outcomes
- Case study: HR strategic alignment

Day 2 - HR Business Partnering Skills

- Role and competencies of HR Business Partners
- Building credibility with senior leadership
- Stakeholder management and influencing skills
- Translating business needs into HR solutions
- Communication and advisory techniques
- Practical exercise: business partnering simulation

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Day 3 - Employee Engagement Strategies

- Understanding employee engagement drivers
- Designing engagement frameworks
- Motivation, retention, and performance factors
- Employee experience and workplace culture
- Measuring engagement effectiveness
- Case study: improving employee engagement

Day 4 - HR Analytics and Data-Driven Decisions

- Introduction to HR analytics
- Key HR metrics and performance indicators
- Using data to support HR decisions
- Workforce insights and reporting
- Linking engagement data to business outcomes
- Practical exercise: HR data interpretation

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Day 5 - Strategic HR Impact and Transformation

- HR's role in organizational change
- Supporting leadership and transformation initiatives
- Building high-performance cultures
- Continuous improvement in HR practices
- Measuring HR impact on business success
- Final case study and action planning

Seminar dates

Available seminar dates

Live dates and pricing for Strategic HR, Business Partnering, and Employee Engagement generated from the course details page.

Date	Location	Format	Fee
8 - 12 June 2026	London	Classroom	€2,940
6 - 10 July 2026	Barcelona	Classroom	€2,975
10 - 14 August 2026	Munich	Classroom	€2,975
31 August - 4 September 2026	London	Classroom	€2,975
14 - 18 September 2026	Amsterdam	Classroom	€2,975
5 - 9 October 2026	Paris	Classroom	€3,150
16 - 20 November 2026	Munich	Classroom	€2,415

Live online option

Online delivery is available at €1,250.