

aractech

Global Learning for Operational Leaders



HUMAN RESOURCES AND TRAINING | HRT-032

Strategic Human Resources Management

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Course content

Why Attend

Organizations achieve sustainable growth when their people strategy is fully aligned with business objectives. Human Resources is no longer limited to administrative functions—it plays a critical role in shaping organizational performance, culture, and competitive advantage.

Strategic Human Resources Management focuses on integrating HR practices with long-term business strategy, ensuring that talent, leadership, and organizational capabilities support future growth and transformation.

Course Methodology

- Real-world HR and business strategy case studies
- Interactive workshops and group discussions
- Scenario-based strategic planning exercises
- Practical frameworks and models for HR strategy
- Tools for aligning HR initiatives with business goals

Course Objectives

- Understand the principles of strategic HR management
- Align HR strategies with organizational objectives
- Develop effective workforce and talent strategies
- Support business growth through HR initiatives
- Improve employee engagement and organizational performance
- Apply strategic thinking in HR decision-making

Target Audience

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

Course outline

Detailed course outline

Day-by-day outline for Strategic Human Resources Management.

Day 1 - Foundations of Strategic HR Management

- Evolution of HR from operational to strategic role
- Role of HR in organizational success
- Understanding business strategy and alignment
- HR as a strategic business partner
- Key HR frameworks and models
- Linking people strategy to business outcomes

Day 2 - Workforce Planning and Talent Strategy

- Strategic workforce planning concepts
- Talent acquisition and retention strategies
- Identifying critical roles and competencies
- Succession planning and leadership development
- Managing talent pipelines
- Case study: workforce strategy development

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Day 3 - Organizational Development and Culture

- Building high-performance organizational cultures
- Employee engagement strategies
- Organizational structure and design
- Change management principles
- Leadership and capability development
- Practical exercise: culture transformation planning

Day 4 - Performance Management and HR Analytics

- Designing performance management systems
- Aligning KPIs with business objectives
- HR metrics and analytics for decision-making
- Using data to drive HR strategies
- Measuring HR effectiveness and impact
- Case study: performance improvement strategy

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Day 5 - Implementing HR Strategy and Driving Change

- Translating strategy into actionable HR plans
- Managing organizational change initiatives
- Stakeholder engagement and communication
- Overcoming resistance to change
- Continuous improvement in HR practices
- Final case study and strategic action planning

Seminar dates

Available seminar dates

Live dates and pricing for Strategic Human Resources Management generated from the course details page.

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

Live online option

Online delivery is available at €1,250.