

# **STRATEGIC HUMAN RESOURCES MANAGEMENT**



**LM152**

**COURSE TITLE****STRATEGIC HUMAN RESOURCES MANAGEMENT****COURSE DATE/ VENUE****18<sup>th</sup>-22<sup>nd</sup> Aug 2025****Malaysia, KL****COURSE REFERENCE****LM152****COURSE DURATION****05 Days****DISCIPLINE****Leadership & Management****COURSE INTRODUCTION**

Welcome to **Strategic Human Resources Management (SHRM)**, a course designed to provide you with the advanced knowledge and skills necessary to transform your HR practices into a strategic business asset. In today's competitive and fast-paced business environment, human resources is no longer a back-office function—it's at the heart of driving organizational success.

This course will equip you with the tools to align HR strategy with overall business objectives, drive performance, and enhance organizational effectiveness. You'll learn how to manage the entire employee lifecycle strategically, from talent acquisition and development to performance management and organizational culture.

**COURSE OBJECTIVE****Upon successful completion of this course, the delegates will be able to:**

- ✓ Explore how HR can be a driver of business strategy, contributing to overall organizational performance.
- ✓ Understand the principles of talent management, including recruitment, retention, leadership development, and succession planning.

- ✓ **Learn to design and implement effective performance management systems that link employee performance to business outcomes.**
- ✓ **Gain insights into organizational development and change management, key to building adaptive, high-performance organizations.**
- ✓ **Leverage HR analytics and technology to make data-driven decisions and optimize HR practices.**

## **COURSE AUDIENCE**

- ✓ **HR Managers and Directors:** Those responsible for leading HR departments and strategic HR initiatives within an organization.
- ✓ **HR Business Partners (HRBPs):** Professionals in HRBP roles seeking to deepen their ability to align HR strategies with business objectives and drive performance.
- ✓ **Talent Management Leaders:** Those focused on recruitment, retention, leadership development, and succession planning, aiming to develop a high-performing workforce.
- ✓ **Learning and Development (L&D) Professionals:** Individuals looking to align their talent development strategies with the overall business strategy.

## **COURSE CONTENT**

### **Day 1: Introduction to Strategic Human Resources Management**

#### **Theme: Understanding the Strategic Role of HR**

- **Overview of Strategic HRM: The Evolution of HR from Operational to Strategic Partner**
- **HR as a Business Driver: Aligning HR with Organizational Strategy and Goals**
- **The Role of HR in Organizational Performance: Talent Acquisition, Development, and Retention**
- **Strategic HRM Frameworks and Models: Best Practices and Global Perspectives**
- **Key HR Metrics and Analytics: Measuring the Impact of HR on Business Outcomes**

- **Aligning HR Strategy with Business Strategy: Integration of HR into the Corporate Strategy**

**Activity: Discussion on how HR can drive organizational success by aligning HR strategies with business goals.**

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## **Day 2: Talent Management and Workforce Planning**

**Theme: Building a High-Performance Workforce**

- **Workforce Planning and Forecasting: Identifying Skill Gaps and Future Talent Needs**
- **Succession Planning: Preparing for Leadership Transition and Talent Continuity**
- **Recruitment Strategies: Sourcing, Attracting, and Selecting Top Talent**
- **Talent Development and Career Pathing: Creating Growth Opportunities for Employees**
- **Employee Retention Strategies: Reducing Turnover and Enhancing Job Satisfaction**
- **Diversity and Inclusion in Talent Management: Building a Diverse and Inclusive Workforce**

**Workshop: Develop a workforce plan and succession strategy for an organization considering current and future talent needs.**

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## **Day 3: Leadership Development and Performance Management**

**Theme: Developing Effective Leadership and Driving Performance**

- **Leadership Development Programs: Identifying and Nurturing Future Leaders**
- **Coaching and Mentoring: Building Leadership Competencies**
- **Performance Management Systems: Setting Expectations, Providing Feedback, and Conducting Reviews**
- **Managing High-Performance Teams: Fostering Collaboration and Accountability**

- **Linking Performance to Business Goals: Measuring Employee Performance and Business Impact**
- **Managing Underperformance: Strategies for Addressing and Improving Employee Performance**

**Activity:** Design a performance management framework that aligns with strategic business objectives.

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#### **Day 4: Organizational Development and Change Management**

**Theme:** Enhancing Organizational Effectiveness and Managing Change

- **Organizational Development (OD): Improving Organizational Structure, Culture, and Processes**
- **Change Management Principles: Leading and Managing Organizational Change**
- **HR's Role in Organizational Transformation: HR as a Change Agent**
- **Employee Engagement and Motivation: Driving Employee Commitment to Organizational Goals**
- **Building a Culture of Innovation and Continuous Improvement: Strategies for Sustained Organizational Growth**
- **HR's Role in Crisis Management and Recovery: Adapting HR Strategies During Uncertain Times**

**Workshop:** Create an organizational development plan that includes strategies for change management and enhancing employee engagement.

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#### **Day 5: HR Technology, Analytics, and the Future of HR**

**Theme:** Leveraging Technology and Analytics for Strategic HR Decision-Making

- **Introduction to HR Technology: Tools and Platforms for HR Management (HRIS, ATS, LMS, etc.)**
- **HR Analytics: Using Data to Drive HR Decision-Making and Business Outcomes**
- **Predictive Analytics in HR: Anticipating Talent Needs and Improving Employee Experience**

- **The Future of HR: Trends and Innovations in Strategic HRM (AI, Machine Learning, Remote Work)**
- **Strategic Workforce Planning with Technology: Integrating HR Tech into Workforce Management**
- **Global HR Strategy: Managing a Diverse, Global Workforce**

### **COURSE CERTIFICATE**

**TRAINIT ACADEMY** will award an internationally recognized certificate(s) for each delegate on completion of training.

### **COURSE FEES**

£5,000 per Delegate. This rate includes participant's manual, Hand-Outs, lunch, coffee/tea on arrival, morning & afternoon of each day.

### **COURSE METHODOLOGY**

The training course will be highly participatory and the course leader will present, guide and facilitate learning, using a range of methods including formal presentation, discussions, sector-specific case studies and exercises. Above all, the course leader will make extensive use of real-life case examples in which he has been personally involved. You will also be encouraged to raise your own questions and to share in the development of the right answers using your own analysis and experiences. Tests of multiple-choice type will be made available on daily basis to examine the effectiveness of delivering the course.

- 30% Lectures
- 30% Workshops and work presentation
- 20% Case studies & Practical Exercises
- 10% Role Play
- 10% Videos, Software or Simulators (as applicable) & General Discussions