Advanced Strategic Human Resources Management Program

Course Title	Start Date	End Date	Venue	Fees (US $)	
Advanced Strategic Human Resources Management Program	22 Nov 2026	26 Nov 2026	Hurghada, Egypt	$ 4,950	Register

The modern workplace is experiencing significant disruption driven by technological innovation, AI, changing workforce expectations, economic uncertainty, demographic shifts, and increasing pressure for organisational performance. In this rapidly evolving environment, Human Resource professionals are expected to play a far more strategic and commercially focused role than ever before. HR is no longer viewed simply as an administrative function. Senior leaders increasingly expect HR teams to contribute directly to organisational performance, workforce resilience, innovation, employee wellbeing, and long-term organisational growth. At the same time, organisations face growing pressure to manage hybrid working, employee mental health and wellbeing, workforce engagement, skills shortages, succession planning, workforce diversity, organisational culture, and the ethical use of AI and employee data. HR professionals must therefore balance technological transformation with human complexity in a commercially effective and ethical manner.

This Advanced Strategic Human Resource Management training will highlight:

- The evolving strategic role of HR in modern organisations
- Artificial intelligence and people analytics in HR
- Aligning HR strategy with organisational growth and sustainability
- Workforce planning, talent management, and retention strategies
- Employee mental health, wellbeing, and psychological safety

KEY SKILLS YOU WILL GAIN

After completing this training course, participants will be able to demonstrate the following skills and competencies:

- **Strategic Thinking** – Apply forward-looking HR perspectives that align people initiatives with organisational goals.
- **Change Leadership** – Support and guide organisational and cultural transformation initiatives effectively.
- **Performance Management** – Design and enhance systems that deliver measurable improvements in capability and results.
- **Organisational Insight** – Understand structural, cultural, and operational dynamics affecting HR effectiveness.
- **Creative Problem-Solving** – Use innovative approaches to improve HR practices and organisational performance.

TRAINING OBJECTIVES

By attending this Advanced Strategic Human Resource Management Course, participants will strengthen their strategic and practical HR capabilities to support organisational success. Participants will be able to:

- Evaluate the strategic role of HR within modern organisations
- Analyse workforce trends influencing organisational performance
- Apply AI and people analytics within HR decision-making
- Assess organisational wellbeing and psychological safety practices
- Design HR strategies aligned with business growth and sustainability

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WHO SHOULD ATTEND?

This Advanced Strategic Human Resource Management Course is designed for professionals seeking to strengthen their strategic HR contribution and future readiness. This training course is suitable for:

- Human Resource Directors
- Human Resource Managers
- HR Business Partners
- Talent Management Professionals
- Learning and Development Managers
- Organisational Development (OD) Specialists
- Workforce Planning Professionals
- Employee Relations Managers
- Recruitment and Talent Acquisition Professionals
- Compensation and Benefits Specialists
- Employee Wellbeing and Mental Health Leads
- Training Managers and Coordinators
- Line Managers with people management responsibilities

TRAINING METHODOLOGY

This Advanced Strategic Human Resource Management Course uses a highly interactive and practical learning approach designed to maximise engagement, knowledge retention, and workplace application. The course combines expert-led presentations, facilitated

discussions, workshops, practical exercises, and collaborative group activities to encourage active participation throughout the learning process.

Participants will analyse real-world HR scenarios, workforce challenges, and organisational case studies covering areas such as talent retention, AI in HR, employee wellbeing, workforce analytics, and organisational culture. Scenario-based activities and group discussions will allow participants to explore practical solutions and apply strategic HR concepts directly to their own workplace environments.

The methodology of this Strategic Human Resource Management Training Course places strong emphasis on practical application, strategic thinking, and problem-solving to ensure participants gain actionable insights that strengthen organisational performance, workforce resilience, and leadership effectiveness.

TRAINING SUMMARY

The Advanced Strategic HR Management Course provides participants with comprehensive knowledge and practical strategies required to strengthen HR's role as a strategic business function. The course explores modern HR challenges, workforce transformation, AI applications, people analytics, employee engagement, organisational culture, and sustainable workforce planning.

Participants will gain practical insight into aligning HR strategies with organisational objectives while supporting workforce capability, employee wellbeing, and long-term business sustainability. The course also strengthens understanding of leadership, organisational development, talent management, and ethical workforce practices within modern organisations.

By completing this Strategic Human Resource Management Training Course, participants will be better equipped to support organisational transformation, improve workforce performance, strengthen employee engagement, and contribute strategically to organisational growth and resilience in a rapidly evolving business landscape.

TRAINING OUTLINE

Day 1: The Evolving Strategic Role of HR in Modern Organisations

- The Changing Role of HR in Modern Organisations
- HR as a Strategic Business Partner
- Understanding Organisational Strategy and Workforce Alignment
- HR Governance, Ethics, and Corporate Responsibility
- Future Trends Shaping the HR Profession

Day 2: Artificial Intelligence and People Analytics in HR

- Introduction to Artificial Intelligence in HRM
- AI Applications Across the Employee Lifecycle
- Understanding People Analytics and Workforce Data
- Using Data to Improve Workforce Decisions
- Ethical Risks, Bias, and Data Privacy in AI and Analytics

Day 3: Aligning HR Strategy with Organisational Growth and Sustainability

- Linking HR Strategy to Organisational Objectives
- HR's Role in Organisational Performance and Growth
- ESG, Sustainability, and the Expanding Role of HR
- Creating High-Performance Organisational Cultures
- Developing an HR Strategy Action Framework

Day 4: Workforce Planning, Talent Management, and Retention Strategies

- Strategic Workforce Planning
- Modern Talent Acquisition and Employer Branding
- Employee Engagement and Retention Strategies
- Managing Multi-Generational and Hybrid Workforces
- Learning, Development, and Career Progression Frameworks

Day 5: Employee Mental Health, Wellbeing, and Psychological Safety

- Understanding Mental Health in the Workplace
- Recognising Workplace Stress and Burnout Risks
- Psychological Safety and Trust in Teams
- Building Resilient and Supportive Work Cultures
- Personal Action Planning

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TRAINING CONSULTANTS

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FIRST NAME:

POSITION:

COMPANY:

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EMAIL:

AUTHORISATION

AUTHORISED BY:

POSITION:

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- ☐ PLEASE INVOICE ME
- ☐ PLEASE FIND ENCLOSED A CHEQUE PAYABLE TO AZTECH
- ☐ ONLINE / CREDIT CARD

CONNECT WITH US:

Hotel Accommodation

Hotel Accommodation is not included in the Registration Fee. A reduced corporate rate and a limited number of rooms are available for attendees wishing to stay at the hotel venue. Please make your request for accommodtion at least one week prior to the commencement of the course.

Event Disclaimer

We reserve the right to cancel or postpone a course or related event, change venue, substitution of the Instructor and alter the course content at our sole discretion. If this occurs, our responsibility is limited to a refund of any registration fee(s) already paid.
We are not responsible for airline tickets, hotels costs, other tickets or payments, or any similar fee penalties or related or unrelated losses, costs and/ or expenses registrant may incur or have incurred as a result of any trip cancellations or changes.

Cancellation & Substitution

You must notify the Registrar of cancellations at least one week before a scheduled course in order to be eligible for a credit. If you cannot attend, you may send a replacement from your organisation at no charge. There is a $250 handling charge for all cancellations or rescheduling. We reserve th right to cancel a course due to low enrollment.
All registrants will be notified in advance and a full refund will be provided upon request.

4 Ways to Register

+971 2 69 11 888
+971 2 62 62 300
P.O. Box: 31441, Abu Dhabi, U.A.E.
info@ifmconsultants.com

Certification

Certificate of Completion for delegates who attend and complete the training course

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