Strategic Leadership in Human Capital Management Training Course

30 Nov - 04 Dec 2026

Munich

5100 € (Per Person)

Ref: #CS4359_185165

Course Introduction / Overview:

This course is meticulously designed to elevate senior human resources professionals into strategic business partners capable of driving organizational success through effective human capital management. In today's volatile business environment, the role of the Chief Human Resources Officer (CHRO) has transcended traditional administrative functions, evolving into a pivotal C-suite position focused on strategy, culture, and long-term value creation. This program delves into the advanced concepts and frameworks essential for this transformation, drawing inspiration from thought leaders like Dave Ulrich. As Ulrich outlines in his seminal work, "Human Resource Champions," modern HR leaders must master multiple roles, including that of a strategic partner and change agent. This training course from BIG BEN Training Center provides a comprehensive roadmap for mastering these roles. Participants will explore how to align human capital initiatives with core business objectives, leverage people analytics for data-driven decision-making, and cultivate a resilient, high-performance culture. We will move beyond theory to provide actionable strategies for workforce planning, talent architecture, and executive leadership, ensuring that you can translate human capital potential into tangible business results and secure your position as a trusted advisor to the board and CEO.

Target Audience / This training course is suitable for:

- Chief Human Resources Officers (CHROs).
- Vice Presidents of Human Resources.
- Heads of People and Culture.
- Human Resources Directors and Senior HR Managers.
- Talent Management and Organizational Development Executives.
- HR Business Partners aspiring to executive roles.
- Members of the executive leadership team involved in human capital strategy.

Target Sectors and Industries:

- Technology and Information Services.
- Financial Services, Banking, and Insurance.
- Healthcare and Pharmaceuticals.
- Manufacturing and Engineering.
- Retail and Consumer Goods.
- Telecommunications and Media.
- Professional Services and Consulting.
- Governmental agencies and public sector organizations.
- Non-profit and non-governmental organizations.

Target Organizations Departments:

- Human Resources.
- Executive Leadership and C-Suite.
- Strategy and Corporate Planning.
- Organizational Development.
- Talent Management and Acquisition.
- Learning and Development.
- Corporate Governance and Compliance.

Course Offerings:

By the end of this course, the participants will have able to:

- Develop and implement a human capital strategy that is fully aligned with the organization's business goals.
- Master strategic workforce planning to anticipate future talent needs and close skill gaps.
- Design and lead high-impact initiatives in talent management, succession planning, and leadership development.
- Utilize HR analytics and data to inform strategic decisions and demonstrate the value of HR initiatives.
- Champion and cultivate a positive, high-performance organizational culture that drives engagement and retention.
- Lead complex organizational change and digital transformation initiatives from a human-centric perspective.
- Function as a credible and influential strategic advisor to the CEO and the board of directors.
- Integrate principles of diversity, equity, and inclusion into the core of the business strategy.
- Establish robust HR governance and risk management frameworks to ensure compliance and sustainability.

Course Methodology:

The training methodology at BIG BEN Training Center is designed to be immersive, interactive, and directly applicable to the challenges faced by senior HR leaders. This course moves beyond traditional lectures to foster a dynamic learning environment built on collaborative problem-solving and peer-to-peer exchange. A cornerstone of our approach is the extensive use of real-world case studies, allowing participants to analyze complex business scenarios, dissect strategic HR decisions made by leading global companies, and debate potential outcomes. Facilitated group discussions and strategic thinking workshops will encourage participants to share their unique experiences and develop innovative solutions to shared challenges. The program incorporates interactive simulations that model C-suite decision-making processes, providing a safe space to practice influencing skills and strategic negotiation. Expert-led sessions will introduce cutting-edge frameworks and models, immediately followed by practical applicati
n exercises. Continuous feedback from the facilitator and peers is integrated throughout the course, ensuring that learning is reinforced and participants leave with a personalized action plan to implement within their own organizations. This blended approach ensures a deep understanding of strategic concepts and builds the confidence to lead human capital transformation effectively.

Course Agenda (Course Units):

Unit One: The Strategic Mandate of the Modern CHRO

- The evolution from personnel management to strategic human capital leadership.
- Aligning HR strategy with corporate vision, mission, and business objectives.
- The CHRO as a key member of the C-suite and strategic business partner.
- Understanding financial statements and key business metrics to speak the language of the business.
- Frameworks for assessing the strategic maturity of the HR function.
- Defining the HR value proposition and its contribution to organizational performance.
- Stakeholder management for the CHRO, from the board to the frontline.

Unit Two: Architecting the Future-Ready Workforce

- Advanced strategic workforce planning and predictive talent analytics.
- Designing agile talent acquisition strategies for a competitive market.
- Building a robust internal talent pipeline through strategic succession planning.
- Rethinking performance management for continuous growth and development.
- Developing comprehensive total rewards strategies to attract and retain top talent.
- Managing a diverse workforce including gig workers, remote teams, and contractors.
- Future-proofing the organization by identifying and developing critical skills and competencies.

Unit Three: Cultivating a High-Impact Organizational Culture

- The CHRO's role as the chief architect and steward of organizational culture.
- Diagnosing cultural health and leading cultural transformation initiatives.
- Driving employee engagement and creating a compelling employee value proposition (EVP).
- Embedding diversity, equity, and inclusion (DEI) into the fabric of the organization.
- Leading change management with empathy and strategic communication.
- Leveraging culture as a competitive advantage for innovation and growth.
- Crisis management and building organizational resilience from a people perspective.

Unit Four: Data-Driven HR and Digital Transformation

- Leveraging people analytics to drive evidence-based decision-making.
- Establishing key HR metrics and dashboards that align with business outcomes.
- The role of AI and machine learning in transforming HR processes.
- Leading a digital HR transformation and selecting the right HR technology stack.
- Ensuring data privacy and ethical considerations in the use of employee data.
- Building a data-literate culture within the HR department.
- Presenting HR data and insights effectively to the executive team and board.

Unit Five: Executive Influence and Human Capital Governance

- Developing executive presence and communication skills for the C-suite.
- Advising the board of directors on executive compensation and succession.
- Navigating the complexities of HR governance, risk, and compliance.
- The CHRO's role in mergers, acquisitions, and organizational restructuring.
- Coaching and developing senior leaders across the organization.
- Building a high-performing HR team with strategic capabilities.
- Personal leadership, ethics, and creating a lasting legacy as a CHRO.

FAQ:

Qualifications required for registering to this course?

There are no requirements.

How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

Something to think about:

As AI and automation reshape job roles, how can a CHRO ethically balance the drive for efficiency with the responsibility for human-centric workforce transitions?

What unique qualities does this course offer compared to other courses?

This course distinguishes itself by moving beyond the operational aspects of human resources to focus exclusively on the strategic, C-suite responsibilities of a modern human capital leader. While many programs teach HR functions, this training course is architected to cultivate the mindset of a true business partner who contributes directly to profitability, innovation, and long-term enterprise value. Our curriculum is uniquely designed around the core challenges and opportunities facing today's CHROs, from advising the board on executive succession to leading digital transformation. We emphasize the development of financial acumen and data literacy, enabling participants to articulate the ROI of people-centric initiatives in the language of business leaders. The methodology prioritizes peer-to-peer learning among senior professionals, creating a powerful network for sharing high-level insights and solutions. Rather than just presenting theories, the course uses complex, real-world case studies and simulations that force participants to grapple with the ambiguous, high-stakes decisions that define executive leadership. The ultimate focus is on developing the strategic influence, business acumen, and forward-thinking vision required to not just manage the HR function, but to leverage human capital as the organization's primary competitive advantage.