Advanced Strategic HR Leadership and Business Partnering Training Course



28 Dec 2026 - 01 Jan 2027

Milan

5900 € (Per Person)

Ref: #HR1155_163536

Course Introduction / Overview:

This course provides a comprehensive framework for transforming the human resources function from an administrative department into a strategic business partner. In today's dynamic and competitive landscape, aligning human capital with organizational objectives is no longer optional but essential for sustainable success. This program delves deep into the methodologies and practices that enable HR leaders to contribute directly to the bottom line. We will explore advanced concepts in workforce planning, talent management, organizational development, and data-driven decision-making. Drawing upon the influential work of thought leaders like Dave Ulrich and his seminal book "Human Resource Champions", this course emphasizes the shift towards value-added HR roles. Participants will learn to diagnose organizational needs, design impactful HR interventions, and measure their strategic contribution. At BIG BEN Training Center, we have designed this curriculum to equip professionals with the foresight and skills needed to navigate complex business challenges, lead change initiatives, and cultivate a high-performance culture that drives innovation and growth. This is an A-to-Z journey into mastering the strategic dimensions of modern human resource management.

Target Audience / This training course is suitable for:

- Human Resources Directors and VPs.
- Senior HR Managers and Business Partners.
- Talent Management and Organizational Development Specialists.
- HR professionals aspiring to leadership roles.
- Experienced Generalists seeking a strategic perspective.
- Consultants specializing in human capital and strategy.
- Line Managers and Department Heads with significant people management responsibilities.

Target Sectors and Industries:

- Technology and Telecommunications.
- Banking, Finance, and Insurance.
- Healthcare and Pharmaceuticals.
- Manufacturing and Engineering.
- Retail and Consumer Goods.
- Oil, Gas, and Energy.
- Government, Public Sector, and Non-Profit Organizations.
- Hospitality and Tourism.

Target Organizations Departments:

- Human Resources.
- Executive Management and Leadership Teams.
- Strategy and Corporate Planning.
- Organizational Development.
- Talent Management and Acquisition.
- Operations Management.
- Finance and Administration.

Course Offerings:

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

- Align HR strategies with overarching business goals and objectives.
- Develop and implement a comprehensive strategic workforce plan.
- Master the HR Business Partner model to provide value-added consulting to the organization.
- Design and execute effective talent management and succession planning programs.
- Utilize HR analytics and metrics to inform strategic decision-making and demonstrate ROI.
- Lead and manage organizational change and transformation initiatives successfully.
- Develop a total rewards strategy that attracts, motivates, and retains top talent.
- Cultivate a high-performance culture that fosters employee engagement and innovation.
- Evaluate and leverage HR technology to enhance efficiency and strategic capabilities.
- Serve as a credible and influential advisor to senior leadership on all human capital matters.

Course Methodology:

The training methodology at BIG BEN Training Center is designed to be highly interactive, experiential, and participant-centered, moving beyond traditional lecture formats. This course employs a blended learning approach that combines expert-led presentations with practical, hands-on activities. A cornerstone of our method is the extensive use of real-world case studies, allowing participants to analyze complex business scenarios and develop strategic HR solutions. Group discussions and collaborative workshops encourage the sharing of diverse perspectives and experiences, fostering a rich learning environment. Participants will engage in role-playing exercises to practice critical skills such as strategic consultation and change leadership. We emphasize the practical application of theories, ensuring that learners can immediately transfer their new knowledge and skills to their workplace. Continuous feedback is provided by the instructor and peers throughout the course to facilitate growth and mastery. The program is structured to build skills progressively, ensuring a deep and lasting understanding of strategic human resource management principles and their application in a corporate context.

Course Agenda (Course Units):

Unit One: The Foundations of Strategic Human Resource Management

- The evolution from traditional personnel management to strategic HRM.
- Understanding the link between business strategy and HR strategy.
- The HR Business Partner Model by Dave Ulrich in practice.
- Conducting a strategic analysis of the HR function (SWOT).
- Environmental scanning and its impact on human capital planning.
- The role of HR in corporate governance and ethical leadership.
- Defining the mission and vision for the strategic HR department.

Unit Two: Strategic Talent and Workforce Planning

- Advanced workforce planning and forecasting techniques.
- Developing a proactive talent acquisition and employer branding strategy.
- Competency modeling for strategic roles and leadership positions.
- Designing robust succession planning and high-potential employee programs.
- Implementing strategic onboarding for long-term retention and performance.
- Global talent management and mobility strategies.
- Advanced retention strategies for critical talent segments.

Unit Three: Driving Performance, Engagement, and Development

- Designing strategic performance management systems that drive results.
- Linking compensation and rewards directly to strategic objectives.
- Developing leadership pipelines and executive development programs.
- Creating a culture of continuous learning and organizational development.
- Advanced strategies for measuring and enhancing employee engagement.
- Career pathing and internal mobility as a strategic tool.
- Coaching and mentoring for performance and leadership growth.

Unit Four: HR Analytics and Strategic Compensation

- Developing a total rewards philosophy and strategy.
- Advanced compensation design, including executive and variable pay plans.
- Introduction to HR metrics, KPIs, and balanced scorecards.
- Using data analytics to solve business problems and make informed HR decisions.
- Building a business case for HR initiatives using data and financial metrics.
- Predictive analytics for talent acquisition, retention, and performance.
- Creating and presenting effective HR dashboards for senior management.

Unit Five: Leading Culture, Change, and the Future of HR

- The role of HR in shaping and transforming organizational culture.
- Leading and managing large-scale organizational change and transformation.
- HR's strategic role in mergers, acquisitions, and restructuring.
- Leveraging HR technology and digital transformation for strategic advantage.
- Navigating the future of work, including remote work and the gig economy.
- Managing diversity, equity, and inclusion as a strategic imperative.
- Developing personal effectiveness as a strategic HR leader.

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:

In an era of rapid technological disruption and AI, how can strategic HRM evolve from a supportive function to a primary driver of organizational innovation and resilience?

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

This course distinguishes itself by moving beyond the theoretical to a deeply practical and strategic application of human resource management. Unlike programs that focus solely on functional HR skills, this curriculum is built around the core principle of positioning HR as an indispensable partner in achieving business success. We emphasize the development of a strategic mindset, equipping participants with the tools to analyze business challenges and design human capital solutions that deliver measurable results. The curriculum integrates sophisticated concepts like HR analytics, predictive modeling, and strategic workforce planning, ensuring participants are prepared for the data-driven demands of modern leadership. A significant focus is placed on leadership and influence, teaching professionals how to build a compelling business case, manage complex organizational change, and consult effectively with senior executives. By blending seminal academic frameworks, such as those from Dave Ulrich, with contemporary case studies and interactive simulations, the course provides a rich, multi-faceted learning experience that fosters critical thinking and immediate applicability in the workplace.