Strategic HR Business Leadership for C-Suite Success Training Course



02 - 06 Nov 2026

Milan

5900 € (Per Person)

Ref: #HR7891_164290

Course Introduction / Overview:

This intensive training course is designed to elevate experienced HR professionals into true strategic partners at the executive level. In today's volatile business environment, the C-suite requires HR leaders who can move beyond traditional administrative functions and contribute directly to financial performance, organizational design, and long-term corporate strategy. This program delves into the core competencies of strategic HR business leadership, equipping participants with the business acumen, financial literacy, and influencing skills necessary to command a seat at the decision-making table. Drawing on the foundational principles articulated by thought leaders like Dave Ulrich, who revolutionized the field with his HR business partner model, this course provides a roadmap for transforming the HR function into a value-creating powerhouse. Participants will explore concepts from seminal works like "HR from the Outside In" to understand how to align human capital initiatives with external stakeholder expectations. BIG BEN Training Center has meticulously crafted this curriculum to bridge the gap between HR expertise and executive leadership, ensuring graduates can drive culture, manage complex change, and use data to prove the tangible business impact of their strategies.

Target Audience / This training course is suitable for:

- Chief Human Resources Officers (CHROs).
- Vice Presidents and Directors of Human Resources.
- Senior HR Business Partners aspiring to executive roles.
- Heads of Talent Management and Organizational Development.
- C-suite executives seeking to better leverage their HR function.
- Experienced HR managers being groomed for leadership positions.
- Strategy and corporate planning professionals.

Target Sectors and Industries:

- Technology and Information Services.
- Financial Services, Banking, and Insurance.
- Healthcare and Pharmaceuticals.
- Manufacturing and Engineering.
- Retail and Consumer Goods.
- Energy and Utilities.
- Governmental agencies and public sector organizations.
- Consulting and Professional Services.

Target Organizations Departments:

- Human Resources.
- Executive Leadership and C-Suite Offices.
- Strategy and Corporate Development.
- Organizational Development.
- Talent Management and Acquisition.
- Finance and Operations.
- Legal and Compliance.

Course Offerings:

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

- Develop a comprehensive human capital strategy aligned with overarching business goals.
- Master the financial language of the C-suite to articulate the ROI of HR initiatives.
- Influence executive decision-making through data-driven insights and compelling narratives.
- Lead complex organizational change and culture transformation projects effectively.
- Design and implement robust succession plan for critical leadership roles.
- Utilize advanced HR analytics to measure performance and predict future workforce needs.
- Act as a trusted advisor and coach to senior executive leadership.
- Enhance personal leadership presence and communication skills for the boardroom.
- Navigate the complexities of corporate governance and ethical leadership.

Course Methodology:

The training methodology at BIG BEN Training Center is designed for deep, practical learning and immediate application in a senior leadership context. This course moves beyond theoretical lectures, employing a highly interactive and experiential approach. Participants will engage in C-suite level simulations and strategic case studies drawn from real-world business challenges, allowing them to analyze complex scenarios and formulate executive-grade solutions. A significant portion of the program is dedicated to peer-to-peer consulting and collaborative problem-solving workshops, where participants can leverage the collective experience in the room to address their own organizational challenges. Expert facilitators will guide discussions, provide personalized feedback, and introduce advanced frameworks for strategic thinking and decision-making. The methodology emphasizes action planning, ensuring that each participant leaves with a concrete, customized plan to elevate their strategic contribution upon returning to their organization. This immersive learning environment fosters the development of critical thinking, strategic influence, and the executive presence required for C-suite success.

Course Agenda (Course Units):

Unit One: The Strategic HR Leader in the Modern Enterprise

- The evolution from operational HR to strategic business partner.
- Defining the HR value proposition for the C-suite and the board.
- Developing critical business acumen and market awareness.
- Understanding financial statements and key performance indicators (KPIs).
- Translating corporate strategy into a comprehensive people strategy.
- Stakeholder analysis and management at the executive level.
- Building credibility and trust as a C-suite advisor.

Unit Two: Architecting a High-Performance Organization

- Advanced principles of organizational design and development.
- Aligning organizational structure with strategic business objectives.
- Conducting strategic workforce planning and talent forecasting.
- Designing executive compensation and incentive programs.
- Building a robust leadership pipeline through succession planning.
- The HR leader's role in mergers, acquisitions, and restructuring.
- Fostering a culture of innovation, agility, and continuous improvement.

Unit Three: Driving Culture, Engagement, and Change

- Diagnosing and assessing organizational culture.
- Leading large-scale culture transformation initiatives.
- Championing diversity, equity, and inclusion as a business driver.
- Advanced employee engagement strategies for a multigenerational workforce.
- Mastering the principles of change management leadership.
- Communicating change effectively to minimize resistance and maximize adoption.
- Acting as an executive coach to guide leaders through transitions.

Unit Four: Data-Driven HR and Measuring Business Impact

- Leveraging HR analytics and data storytelling for executive audiences.
- Identifying the right metrics to demonstrate HR's impact on profitability.
- Using predictive analytics for talent acquisition and retention.
- Presenting HR data and insights to the Board of Directors.
- Calculating the return on investment (ROI) of key HR programs.
- Implementing HR technology and systems to support strategic goals.
- Ensuring data privacy and ethical considerations in HR analytics.

Unit Five: The HR Leader as a C-Suite Influencer and Futurist

- Developing executive presence and powerful communication skills.
- Mastering the art of negotiation and influence in the boardroom.
- Navigating corporate politics and complex stakeholder dynamics.
- The role of HR in corporate governance and ethical oversight.
- Anticipating the future of work and its impact on talent strategy.
- Leading with emotional intelligence and resilience.
- Creating a personal development plan for C-suite readiness.

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 HR leaders gain more influence in the C-suite, how can they balance the drive for profitability and shareholder value with the ethical imperative to foster a human-centric and equitable workplace?

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

This course distinguishes itself by moving beyond the theoretical frameworks of human resources to immerse participants in the practical, high-stakes environment of the C-suite. Unlike standard HR programs that focus on functional competencies, this training is exclusively designed from the perspective of an executive business leader. It prioritizes the development of financial acumen, strategic foresight, and influencing skills—competencies that are critical for credibility and impact at the highest level of an organization. The curriculum is built around complex, real-world business case studies that challenge participants to think not just as HR professionals, but as integral members of the executive team responsible for the overall health and profitability of the enterprise. Furthermore, the course emphasizes the art of data storytelling, teaching participants how to translate HR metrics into compelling business narratives that resonate with CEOs, CFOs, and board members. It is this relentless focus on business impact, executive communication, and strategic contribution that provides a unique and transformative learning experience, preparing participants to lead with confidence and authority in the boardroom.