

# Table of Contents: **Strategic HR and Leadership**

**Total Duration: 80 Hours (10 Days)**

**Audience:** HR professionals, business leaders, department heads, and senior managers

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## OUTLINES

### **Day 1: The Strategic Role of HR (8 Hours)**

**Objective:** Understand the evolving role of HR in achieving business strategy.

**Topics Covered:**

- Introduction to Strategic Human Resource Management (SHRM)
  - HR as a Strategic Partner: Role Evolution
  - Differences between Operational and Strategic HR
  - Aligning HR strategy with corporate objectives
  - The Ulrich Model and Strategic HR Roles
  - HR Scorecard: Linking People to Business Performance
  - Case Study: HR Transformation Journey
  - Group Discussion: HR Strategy Audit
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### **Day 2: Organizational Strategy and Workforce Planning (8 Hours)**

**Objective:** Explore how HR contributes to organizational design and workforce strategy.

**Topics Covered:**

- Understanding Business Strategy and HR's Contribution
  - Organizational Structure & Design Principles
  - Strategic Workforce Planning Process
  - Identifying Future Talent Needs and Gaps
  - Scenario Planning and Contingency HR Models
  - Role of HR in Restructuring and Mergers
  - Tools: RACI Matrix, Talent Maps, Heat Maps
  - Simulation Exercise: Strategic Workforce Planning
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## **Day 3: Talent Acquisition and Employer Branding (8 Hours)**

**Objective:** Develop a strategic approach to attract and retain the right talent.

### **Topics Covered:**

- Strategic Recruitment Models
  - EVP (Employee Value Proposition) Development
  - Employer Branding Strategy
  - Data-Driven Recruitment (AI & Analytics)
  - Cost-Per-Hire and Quality-of-Hire Metrics
  - Campus & Lateral Hiring Strategy
  - Inclusive Hiring & DEI Frameworks
  - Workshop: Build a Recruitment Campaign Strategy
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## **Day 4: Performance, Learning & Succession Planning (8 Hours)**

**Objective:** Link performance management to leadership development and succession.

### **Topics Covered:**

- Building a High-Performance Culture
  - Performance Appraisal vs. Performance Enablement
  - Designing Competency Frameworks
  - Leadership Development Pathways
  - Succession Planning Tools (9-Box Grid, Career Ladders)
  - Learning & Development Strategy
  - Coaching & Mentoring Programs
  - Role Play: Performance Feedback & Coaching Conversations
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## **Day 5: Compensation, Benefits & Rewards Strategy (8 Hours)**

**Objective:** Create a competitive, fair, and strategic rewards system.

### **Topics Covered:**

- Total Rewards Philosophy and Models
  - Compensation Benchmarking and Salary Surveys
  - Pay-for-Performance Models
  - Variable Pay and Incentives Design
  - Legal & Compliance Considerations in Compensation
  - Strategic Benefits Planning
  - Recognition Programs to Boost Engagement
  - Simulation: Designing a Rewards Strategy for a Case Company
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## **Day 6: Employee Engagement and Organizational Culture (8 Hours)**

**Objective:** Foster a purpose-driven, engaged, and values-based work culture.

### **Topics Covered:**

- Definition and Drivers of Employee Engagement
  - Culture Assessment Tools & Models (Denison, Hofstede)
  - Linking Engagement to Retention and Productivity
  - Building an Inclusive, Transparent Culture
  - Role of Leadership in Shaping Culture
  - Engagement Surveys and Action Planning
  - Case Study: Culture Change Management
  - Workshop: Design a Culture Transformation Plan
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## **Day 7: Strategic Leadership Development (8 Hours)**

**Objective:** Build leadership competencies aligned with organizational goals.

### **Topics Covered:**

- Strategic vs. Operational Leadership
- Leadership Styles and Theories (Transformational, Situational, Servant)
- Emotional Intelligence in Leadership
- Decision-Making & Critical Thinking for Leaders
- Building Trust and Influence

- Leading Through Change and Uncertainty
  - Cross-Functional Leadership and Collaboration
  - Leadership Self-Assessment & Reflection Exercise
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## **Day 8: HR Analytics and Digital HR Transformation (8 Hours)**

**Objective:** Use HR analytics for informed, strategic decisions.

### **Topics Covered:**

- Introduction to HR Analytics & Metrics
  - Building an HR Dashboard
  - Predictive Analytics in Talent Management
  - Data-Driven Decision Making in HR
  - Digital HR Tools (HRIS, LMS, ATS, Chatbots)
  - Role of AI, Automation, and People Analytics
  - Measuring ROI of HR Interventions
  - Hands-on: Create an HR Analytics Dashboard
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## **Day 9: Legal, Ethical & Risk Management in HR (8 Hours)**

**Objective:** Understand legal frameworks, ethics, and managing HR risk.

### **Topics Covered:**

- Employment Laws & HR Compliance (local & global)
  - Data Privacy & Employee Rights
  - Ethics in HR Leadership
  - Handling Disciplinary Actions & Investigations
  - Whistleblower Policies & Workplace Harassment Laws
  - Employee Relations and Conflict Resolution
  - HR's Role in Crisis and Risk Management
  - Workshop: Ethical Dilemmas in Strategic HR
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## **Day 10: Capstone Project & Strategic HR Implementation (8 Hours)**

**Objective:** Consolidate learning through application and strategic planning.

## **Topics Covered:**

- Final Capstone Briefing: Create an HR Strategy Plan
  - Group Work: Presenting the Strategic HR Blueprint
  - Peer Review and Panel Evaluation
  - Instructor Feedback and Strategic Insights
  - Building an HR Transformation Roadmap
  - Personal Leadership Growth Plan
  - Wrap-Up: Key Takeaways and Future Skill Development
  - Certification and Closing Ceremony
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## **Course Delivery Methods:**

- Lectures & Presentations
- Case Studies & Simulations
- Group Discussions & Debates
- Leadership Role-Plays
- Strategy Design Workshops
- Daily Reflection & Feedback Sessions