



Consulting and Training | Reach New Heights

Course Name

Enterprise HR Strategy, Transformation & Analytics

Sector Name

HR Strategy and Training

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Enterprise HR Strategy, Transformation & Analytics

Course Introduction

The Enterprise HR Strategy, Transformation & Analytics program is an advanced, practice-oriented course designed to help HR leaders and HR professionals reposition HR as a strategic business partner capable of driving enterprise performance, workforce transformation, and data-informed decision-making. As organizations face rapid shifts in operating models, workforce expectations, digital disruption, and productivity pressures, HR is expected to deliver measurable value through strategic workforce planning, transformation programs, and robust people analytics.

This program provides participants with an integrated understanding of how to build an enterprise HR strategy aligned with organizational priorities, translate strategy into a clear HR operating model, and lead transformation initiatives across people, structure, capabilities, and culture. Participants will explore how HR strategy connects to business strategy, how to design HR services and governance, and how to build transformation roadmaps that are practical, scalable, and sustainable.

A key focus of the program is the use of HR analytics to improve workforce decisions and demonstrate HR impact. Participants will learn how to identify meaningful workforce metrics, build KPI

frameworks and dashboards, analyze workforce data to generate insight, and present HR outcomes in a business language that supports executive decision-making. The program also emphasizes stakeholder management, change leadership, risk management, and measuring transformation success—ensuring HR initiatives are implemented with clarity, accountability, and real organizational impact.

By the end of the program, participants will be equipped with frameworks, templates, and best practices to lead enterprise HR strategy development, manage HR transformation initiatives, and build an analytics-driven HR function that supports business goals.

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Target Audience

- ✓ HR Directors, HR Managers, and HR Business Partners
- ✓ OD / Transformation / Change Management teams
- ✓ Talent Management, Workforce Planning, and HR Operations professionals
- ✓ HR Analytics and HRIS professionals
- ✓ Strategy, performance, and corporate development stakeholders involved in workforce initiatives
- ✓ Professionals preparing for HR leadership, transformation, or strategic roles

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Learning Objectives

- ✓ Develop an enterprise HR strategy aligned with organizational priorities and business goals
- ✓ Diagnose HR maturity and readiness for transformation using structured frameworks
- ✓ Design an HR operating model that clarifies roles, services, governance, and delivery channels
- ✓ Build an HR transformation roadmap with clear initiatives, milestones, and success measures
- ✓ Identify and apply the most relevant workforce KPIs, metrics, and analytics methods
- ✓ Build HR dashboards and reporting structures that support executive decision-making
- ✓ Translate HR insights into business impact narratives and recommendations
- ✓ Manage stakeholder expectations and resistance during HR transformation
- ✓ Establish governance, risk controls, and sustainability mechanisms for HR initiatives

Enterprise HR Strategy, Transformation & Analytics

Course Outline

✓ DAY 01

Enterprise HR Strategy and Business Alignment

- ✓ The evolving role of HR in enterprise performance and transformation
- ✓ Understanding business strategy and translating it into HR strategic priorities
- ✓ Defining HR strategic value: performance, capability, culture, productivity, and risk
- ✓ HR strategy components: people strategy, workforce strategy, capability strategy, and culture strategy
- ✓ Identifying strategic workforce challenges and future organizational needs
- ✓ HR strategic planning cycle and key deliverables
- ✓ Building HR strategic themes, objectives, and initiatives

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Course Outline

✓ Day 02

HR Operating Model and Transformation Readiness

- ✓ Assessing HR maturity and transformation readiness
- ✓ HR function design: service catalog and enterprise HR value chain
- ✓ HR operating models: centralized, decentralized, shared services, and hybrid approaches
- ✓ HR governance structures, decision rights, and accountability
- ✓ HR roles and capability mapping: strategic vs operational focus
- ✓ Designing HR business partner model and stakeholder engagement approach
- ✓ Building the HR transformation case for change and expected outcomes

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Course Outline

✓ Day 03

HR Transformation Planning and Execution

- ✓ HR transformation scope: services, process excellence, digital enablement, and culture
- ✓ Designing transformation initiatives and prioritization criteria
- ✓ Building transformation roadmaps: phases, milestones, dependencies, and resourcing
- ✓ Change leadership for HR transformation: sponsorship, alignment, and communication
- ✓ Managing resistance and sustaining engagement across leadership and employees
- ✓ Implementation governance: steering committees, PMO approach, decision tracking
- ✓ Risk management and compliance considerations in HR transformation

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Course Outline

✓ Day 04

HR Analytics: Metrics, KPIs, and Workforce Insight

- ✓ From HR reporting to HR analytics: levels of maturity and value
- ✓ HR metrics framework: efficiency, effectiveness, experience, and impact
- ✓ Defining meaningful HR KPIs aligned to enterprise priorities
- ✓ Workforce analytics domains: talent, performance, engagement, retention, learning, and productivity
- ✓ HR dashboard design principles and storytelling with data
- ✓ Interpreting data patterns and converting them into insights and actions
- ✓ Building standard analytics packs for leadership reporting

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Course Outline

✓ Day 05

Measuring Impact and Sustaining Strategic HR

- ✓ HR value measurement: outcomes, ROI, and business impact indicators
- ✓ Building an HR scorecard and governance for continuous performance monitoring
- ✓ Linking HR metrics to organizational performance indicators
- ✓ Building continuous improvement systems within HR services
- ✓ Sustaining transformation results: policies, capability building, and embedded practices
- ✓ Executive communication: presenting HR strategy and analytics insights to senior stakeholders
- ✓ Final consolidation: HR strategic roadmap and analytics priorities for the next 12 months

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Confirmed Sessions

| FROM | TO | DURATION | FEES | LOCATION |
|----------------|----------------|----------|------------|-------------------|
| June 1, 2026 | June 5, 2026 | 5 days | 4950.00 \$ | Spain , Barcelona |
| Sept. 7, 2026 | Sept. 11, 2026 | 5 days | 4250.00 \$ | UAE , Abu Dhabi |
| Nov. 23, 2026 | Nov. 27, 2026 | 5 days | 4250.00 \$ | UAE , Abu Dhabi |
| March 15, 2027 | March 19, 2027 | 5 days | 4250.00 \$ | UAE , Dubai |

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