



Consulting and Training | Reach New Heights

Course Name

Leadership Program (HR Leadership Competencies for Exceptional Performance)

Sector Name

Management And Leadership

Document Type

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Leadership Program (HR Leadership Competencies for Exceptional Performance)

Course Introduction

This program provides participants with a comprehensive understanding of modern HR competencies, strategic positioning, and the integration of data analytics to enhance HR decision-making.

Throughout the five-day program, participants will engage in a series of interactive sessions, case studies, and practical exercises to develop the skills needed to lead HR departments that add measurable value to the organization.

With a focus on modern HR analytics, leadership practices, and the evolving competencies that define HR professionalism, this training will enable HR professionals to step into a leadership role that influences both individual performance and organizational success.

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Target Audience

HR professionals, HR managers, and leaders in human resources who seek to strengthen their leadership competencies and drive organizational performance through strategic HR practices, talent management, and people development.

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Learning Objectives

- ✓ Identify how to bridge the gap between HR activities and the expectations of external stakeholders.
- ✓ Gain hands-on experience with contemporary HR analytics tools and techniques to make data-driven decisions.
- ✓ Acquire the essential HR competencies required to increase personal effectiveness and demonstrate HR's value in achieving business objectives.
- ✓ Gain in-depth knowledge of the six HR competencies that define HR professionalism today.
- ✓ Review real-world examples of organizations where HR leadership exemplifies these six competencies in action.
- ✓ Use tools and frameworks to assess your current HR competencies and develop a plan for improvement.
- ✓ Implement strategies to build and lead a high-performance HR department that aligns with business goals.

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Course Outline

✓ **01 Day One**

The HR Business and External Expectations

- ✓ Understanding HR's Role in the Business Context
- ✓ Integrating external expectations into HR's strategic direction.
- ✓ Examining stakeholders' expectations of HR.
- ✓ Comparing traditional and modern strategic differentiators.
- ✓ Exploring HR's evolution and the paradoxes it faces today.

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Course Outline

✓ 02 Day Two

The Human Resource Competency Model

- ✓ Competency Evolution in HR
- ✓ Reviewing the competency models of the 1980s and 1990s.
- ✓ Introducing the 21st-century competency model and its six domains.
- ✓ Understanding how modern HR competencies impact individual effectiveness and organizational performance.

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Course Outline

✓ **03 Day Three**

In-Depth Exploration of the Six Key HR Competencies

- ✓ The Six Competencies for Success in HR
- ✓ Strategic Positioner
- ✓ Credible Activist
- ✓ Capability Builder
- ✓ Change Champion
- ✓ HR Innovator and Integrator
- ✓ Technology Proponent
- ✓ Analyzing real-world examples where these competencies are applied.

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Course Outline

✓ **04 Day Four**

Enhancing HR Professionalism through Practical Actions

- ✓ Personal Development and Leadership Growth
- ✓ Building HR leadership skills through practical actions.
- ✓ Using HR analytics for informed decision-making.
- ✓ Exploring disruptive HR technology and its role in shaping the future.
- ✓ Understanding the purpose and steps involved in HR analytics.
- ✓ Transitioning from descriptive to predictive analysis.
- ✓ Managing key performance indicators: leading and lagging indicators.

Applying a three-level integrated measurement system to HR functions.

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Course Outline

✓ 05 Day Five

Research Findings and Building an Effective HR Department

- ✓ Maximizing HR Department Effectiveness
- ✓ Examining research findings on HR effectiveness.
- ✓ Identifying four key priorities for enhancing HR department performance.
- ✓ Crafting a strategic HR business plan.
- ✓ Aligning HR strategies with broader business goals.
- ✓ Building and applying HR analytics to inform decision-making.
- ✓ Designing an HR structure that delivers tangible business value.

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
Nov. 23, 2026	Nov. 27, 2026	5 days	4250.00 \$	UAE , Dubai
Aug. 16, 2027	Aug. 20, 2027	5 days	4250.00 \$	UAE , Dubai
Aug. 23, 2026	Aug. 27, 2026	5 days	4250.00 \$	Oman , Muscat
April 5, 2027	April 9, 2027	5 days	4950.00 \$	Netherlands , Amsterdam

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