STRATEGIC HUMAN RESOURCE LEADERSHIP FOR SENIOR MANAGEMENT

Introduction

In today's highly competitive, technology-driven, and rapidly changing business environment, human capital has emerged as one of the most critical determinants of organizational success. Organizations are increasingly recognizing that sustainable growth, innovation, operational excellence, and competitive advantage depend not only on financial and technological resources but also on the quality, engagement, capability, and leadership of their workforce. Consequently, senior executives and organizational leaders must move beyond viewing human resource management as a purely administrative function and instead embrace it as a strategic business partner that drives organizational performance and long-term value creation. Strategic Human Resource Leadership has therefore become an essential capability for executives, board members, and senior managers who are responsible for organizational direction and performance. Leaders must understand how human capital strategies support business objectives, enable organizational transformation, strengthen governance structures, and enhance overall institutional effectiveness. This intensive executive programme is designed to provide senior leaders with advanced knowledge, practical frameworks, and strategic tools for integrating people management into organizational decision-making processes. Participants will explore contemporary HR leadership practices, workforce analytics, talent management strategies, leadership succession planning, employee experience management, organizational culture development, and performance optimization approaches that support sustainable growth. The course further examines the role of HR leadership in driving organizational agility, managing risk, strengthening corporate governance, supporting business transformation initiatives, and building resilient organizations capable of thriving in periods of uncertainty and disruption.

Course Objectives

- Align HR strategy with organizational goals.
- Develop effective workforce planning strategies.
- Lead organizational change and transformation initiatives.
- Strengthen talent management and succession planning.
- Utilize HR analytics for strategic decision-making.
- Enhance employee engagement and organizational culture.
- Manage leadership development and executive succession.
- Address future workforce challenges including AI and digital transformation.

Course Modules

> Module 1: Strategic HR Leadership
- Evolution of HR from administrative to strategic partner
- HR's role in corporate governance
- Aligning people strategy with business strategy
- Executive leadership responsibilities in HR
- Building high-performance organizations

> Module 2: Strategic Workforce Planning
- Workforce forecasting techniques
- Skills gap analysis
- Talent demand and supply planning
- Workforce risk management
- Future workforce trends

> Module 3: Talent Management and Succession Planning
- Identifying high-potential employees
- Leadership pipeline development
- Succession planning frameworks
- Talent retention strategies
- Executive coaching and mentoring

> Module 4: HR Analytics and Data-Driven Decision Making
- Key HR metrics and KPIs
- Workforce analytics
- Predictive HR analytics
- HR dashboards and reporting

- Evidence-based decision-making

> Module 5: Organizational Culture and Employee Engagement
- Building organizational culture
- Employee engagement strategies
- Diversity, equity and inclusion
- Managing employee wellbeing
- Employer branding

> Module 6: Change Management and Organizational Transformation
- Leading change initiatives
- Managing resistance to change
- Digital transformation and HR
- Communication during change
- Transformation leadership

> Module 7: Strategic Workforce Risks
- Talent shortages and critical skills gaps
- Leadership succession risks
- Employee turnover and retention challenges
- Workforce planning risks
- Organizational restructuring risks

> Module 8: ESG Principles and Human Capital Management
- Introduction to Environmental, Social, and Governance (ESG)
- ESG trends and business implications
- Human capital as a key ESG pillar
- Board and executive responsibilities in ESG
- ESG reporting requirements and standards

> Module 9: Diversity, Equity, Inclusion and Belonging (DEIB)
- Developing inclusive workplaces
- Gender equality and workforce diversity
- Managing generational diversity
- Disability inclusion and accessibility
- Measuring DEIB outcomes

> Module 10: Future of Work and HR Innovation

P.O Box 7254- 01000
www.trustgatecorporateskills.co.ke
Location Thika & Nairobi

- Artificial Intelligence in HR
- Remote and hybrid work models
- Future workforce skills
- Workforce agility
- Emerging HR technologies