

Scandinavian Academy
Training Center

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Riyadh - Al Khaleej District - Sheikh Abdul Aziz Bin Abdul Rahman Bin Bishr Street - 13223 - Office No. 5 | P.O.BOX : 13224

Course: Leading Strategic HR Transformation

Code	City	hotel	Start	End	price	Language - Hours
HT-228SA	Riyadh	Hotel Meeting Room	2027-03-28	2027-04-01	9950 SR	En - 25

The Course

The way forward for today’s HR professionals is to contribute to the business at strategic level. The Chartered Institute of Personnel have published numerous articles on the new business needs for HR – all indicating the new need – for HR to be a strategic partner.

The question is - How to do it – this program will provide the answers and will give you both the skills and knowledge to make a difference and to make the transition from a provider to a strategic partner. The latter is of course an added value activity and as such is normally higher paid. Making the transition to executive level requires a different skill set and also mastery of the strategic process.

The Goals

This programme will help you learn how to:

- Master the new HR strategic process
- Be able to transform strategic requirements into HR objectives using the 6 S model
- Be able to create HR strategic action plans to achieve business objectives
- Be able to provide innovative predictive information
- Have practiced business information interviews and presenting results
- See the big picture for the future of employment and performance through people
- Build your professional confidence

The Benefits

Following completion of this unit, you will know how to:

- Use a strategic model to build an HR strategy, and know where strategy fits into corporate business
- Be able to use the 6 S process to translate strategy into HR action
- Write business action plans to delegate strategic tasks
- Build and produce high level management information
- Know what HR trends to report on and be able to master emergency planning
- Do executive briefings to gather and disseminate information
- Show the added value of HR to your business
- Translate current trends to maximise Human Capital investment

The Results

This seminar will provide you with the skills to enable you to:

- Demonstrate the HR strategic model to others
- Perfect high level interviewing skills
- Develop social skills for use at executive level (via EQ measurement)
- Future focus
- Manage a HR team to produce strategic results
- Be able to deliver strategic objectives on time and on budget
- Demonstrate self development and CPE record
- Self starting to achieve business objectives
- Demonstrate leadership qualities
- Demonstrate fiscal control and creating ROI

The Core Competencies

- Practice at developing strategic thinking using the 4 step model
- Forward planning
- Analytical thinking

- Creativity and step innovation
- Writing outlines for the 6 S process
- Mastery of the construction of Business action plans
- Use and mastery of HR statistical packages
- Personal presentation skills
- International HR law
- Manpower planning

The Programme Content

Day One

The Formulation of Strategy, How it Works - The Process Explained

- Introductions and program objectives
- Why taking HR to executive level is such a good idea – greater opportunities, bigger job – long term security & it`s what world class businesses want
- Where strategy fits with the Vision, mission and operating plans
- Traditional approach to strategic planning
- The new HR model - 10 steps needed to form a HR strategy
- The strategic model how it works
- End of day review

Day Two

Translating Strategic Requirements into Business Action Plans – Including the Formation of HR Budgets

- The formation of Strategic objectives and how to translate them into the HR 6 S model

- Building Business actions plans
- Building Strategic action plans – getting others committed. No SAP – what can happen
- Producing Executive financial information – unit costs and spend analysis
- End of day review

Day Three

Mastering Predictive Trends & Management Information – Getting the Big Picture

- Why executives need predictive information
- Executive must be good at predictive information – trend analyse
- Software for predictive planning and trend analysis
- Other predictive factor to review, succession planning, emergency planning
- End of day review

Day Four

Key Performance Factors – Maximising Human Capital

- Measurement tools –organisational maturity, corporate culture etc.
- Relationship between performance and competence
- Valuing human capital – how to do it
- Critical performance indicators
- Presenting at executive level
- End of day review

Day Five

Understanding and being able to Act on High Level HR Trends

- World trends – employment, inclusion, new employee expectations
- World business trends – leadership, team working, employment/ supervision ratios
- Changing Trends relating to HR
- End of day review

The Scandinavian Academy for Training Center adopts the latest scientific and professional methodologies in training and human resource development, aiming to enhance the efficiency of individuals and organizations. Training programs are delivered through a comprehensive approach that includes:

- Theoretical lectures supported by PowerPoint presentations and visual materials (videos and short films).
- Scientific evaluation of participants before and after the program to measure progress and knowledge acquisition.
- Brainstorming sessions and practical role-playing to simulate real-life scenarios.
- Case studies tailored to align with the training content and participants work nature.
- Assessment tests conducted at the end of the program to evaluate the achievement of training objectives.

Each participant receives the training material (both theoretical and practical) in printed form and saved on a CD or flash drive. Detailed reports, including attendance records, final results, and overall program evaluations, are also provided.

Training materials are prepared professionally by a team of experts and specialists in various fields. At the end of the program, participants are awarded a professional attendance certificate, signed and accredited by the Scandinavian Academy for Training Center.

Program Timings: 9:00 AM to 2:00 PM

The program includes:

- A daily buffet provided during the sessions to ensure participants comfort.
- A closing ceremony on the final day to distribute certificates and celebrate participants achievements.
- **Note: All prices are exclusive of 15% Value Added Tax (VAT).**

Our Success Partners

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