Training Course on Strategic Human Resource Planning

Professional Development Training Course Outline

Category	General Training	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today’s ever-evolving business environment, organizations must proactively align their workforce strategies with long-term business objectives. Training Course on Strategic Human Resource Planning HR professionals and business leaders to anticipate future talent needs, bridge workforce gaps, and drive sustainable performance. This course is designed to sharpen your strategic thinking, data-driven decision-making, and workforce analytics skills—all of which are crucial for modern HR management.

Through real-world case studies, practical tools, and scenario planning, this training offers a comprehensive framework for developing a resilient and agile workforce. Participants will learn how to apply cutting-edge strategies such as predictive analytics, workforce forecasting, talent pipeline development, and strategic alignment of HR policies to business goals. This course is ideal for those aiming to play a pivotal role in their organization’s future-readiness and growth.

Programme Curriculum

Training Course on Strategic Human Resource Planning

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13 Objectives with Trending Keywords

1. Understand the fundamentals of strategic HR management
2. Apply workforce analytics and predictive modeling for HR planning
3. Align HR strategy with business goals
4. Identify and address skills gaps through talent development
5. Build a future-ready talent acquisition strategy
6. Enhance employee engagement and retention
7. Develop a dynamic succession planning framework
8. Implement performance management systems
9. Design inclusive and equitable HR policies
10. Leverage HR technology and AI-driven tools
11. Apply data-driven decision-making in HR functions
12. Create an organizational culture aligned with strategy
13. Mitigate workforce risks using strategic planning

Target Audience

1. HR Managers
2. Business Owners
3. HR Analysts
4. Workforce Planners
5. Talent Acquisition Specialists
6. Learning & Development Professionals
7. Senior Executives
8. Organizational Development Consultants

Course Duration:

10 days

Course Modules:

Module 1: Introduction to Strategic HR Planning

- Definition and purpose of strategic HR
- Historical evolution of HR planning
- Key components of strategic alignment

- Differences between operational and strategic HR
- Importance in today’s business context

Module 2: Workforce Analytics and Forecasting

- Understanding workforce analytics
- Data collection and integration
- Forecasting techniques and models
- Scenario-based planning
- Predictive HR analytics

Module 3: Business and HR Strategy Alignment

- Linking HR to strategic business goals
- SWOT analysis for HR planning
- Building alignment roadmaps
- Role of HR in business growth
- Cross-functional collaboration

Module 4: Talent Acquisition Planning

- Sourcing strategies
- Employer branding
- Recruitment metrics
- Building talent pipelines
- Recruitment process automation

Module 5: Skills Gap and Needs Analysis

- Conducting a skills inventory
- Tools for gap analysis
- Prioritizing workforce needs
- Linking training to gaps
- Upskilling and reskilling initiatives

Module 6: Succession Planning and Career Pathing

- Identifying high-potential employees
- Leadership pipeline development
- Career mapping tools
- Retention of top talent
- Monitoring succession outcomes

Module 7: Performance Management Integration

- SMART goals and KPIs
- Continuous feedback mechanisms
- Aligning appraisals with strategy
- Tools for real-time performance tracking

- 360-degree feedback

Module 8: Employee Engagement and Retention

- Drivers of engagement
- Measuring engagement
- Retention analytics
- Reward and recognition systems
- Enhancing employee experience

Module 9: HR Technology and Digital Tools

- Cloud-based HRIS
- AI in HR operations
- Automation and chatbots
- Data security in HR tech
- Selecting the right HR tools

Module 10: Legal Compliance and Ethical Issues

- Labor law essentials
- Diversity, Equity & Inclusion
- Ethical challenges in HR planning
- Compliance audits
- Policy development

Module 11: Organizational Development and Culture

- Assessing organizational climate
- Culture change management
- Strategic communication
- Role of leadership in OD
- Measuring cultural impact

Module 12: Strategic Learning and Development

- Designing L&D programs
- ROI of training
- Competency development
- Digital learning platforms
- Personalized learning paths

Module 13: Budgeting and Resource Allocation

- Cost-benefit analysis
- HR budget planning
- Resource optimization
- ROI metrics
- Forecasting HR expenditures

Module 14: Monitoring, Evaluation, and Control

- Setting strategic KPIs
- HR scorecards
- Monitoring systems
- Gap closure actions
- Reporting and feedback

Module 15: Building the Strategic HR Plan

- Plan development framework
- Integration with corporate strategy
- Communication of the plan
- Implementation timeline
- Plan evaluation

Training Methodology

- Interactive lectures & discussions
- Real-life case study analysis
- Hands-on exercises with HR tools
- Group strategy workshops
- Final capstone project presentation

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
16 Nov 2026	27 Nov 2026	Online	$2,000
16 Nov 2026	27 Nov 2026	Physical	$3,000
16 Nov 2026	27 Nov 2026	Physical	$6,000
16 Nov 2026	27 Nov 2026	Physical	$6,000
16 Nov 2026	27 Nov 2026	Physical	$12,000
16 Nov 2026	27 Nov 2026	Physical	$9,000
16 Nov 2026	27 Nov 2026	Physical	$12,000
16 Nov 2026	27 Nov 2026	Physical	$12,000

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