

**Course Title**

**STRATEGIC HUMAN RESOURCES MANAGEMENT**

**Training Duration**

5 days

**Training Venue and Dates**

Ref. No. SS083	Strategic Human Resources Management	5	15 -19 December 2025	\$6,500	Milan, Italy
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In any of the 4 or 5-Star hotels. The exact venue will be informed once finalized.

**Training Fees**

- \$6,500 per participant for Public Training includes Materials/Handouts, tea/coffee breaks, refreshments & Lunch.

**Training Certificate**

Define Management Consultancy & Training Certificate of course completion will be issued to all attendees.

**COURSE DISCRIPTION:**

HR is facing critical challenges. Some argue that it will disappear in few years. Their argument is based on the replacement of HR activities by IT solutions. It is faster and cheaper. This could be true when we consider the routine Human Resource Management activities. But could it be true for all HR activities?

Human Resource Development ( HRD) o the other hand can not be replaced as the human touch is imperative. Questions like to we have the necessary processes, do people have what they need to perform, are they empowered? And other issues can not be replaced.. This is why an HR strategy is critical.

One of the ways to find strategic areas for improvement is analyzing the organization.

Human Resources Audit is a comprehensive method to review current human resources systems, policies, procedures, and documentation to identify needs for improvement and enhancement of the HR function as well as to assess compliance with ever-changing rules and regulations.

**COURSE OBJECTIVES:**

At the end of the session, participants will understand:

- What is HR audit?
- The Purpose of HR Auditing
- Objectives of HR Auditing

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- Human Capital Circle / The scope of HR Auditing
- Detecting HR limitations
- Building organization's capabilities
- Tasks of HR Auditors
- Methods of HR Auditing
- HR Auditing Process

### **WHO SHOULD ATTEND?**

- HR Professionals
- Business Leaders
- Consultants and Advisors
- Entrepreneurs and Startups
- Students and Aspiring HR Professionals

### **TRAINING METHODOLOGY:**

A highly interactive combination of lectures and discussion sessions will be managed to maximize the amount and quality of information and knowledge transfer. The sessions will start by raising the most relevant questions and motivating everybody to find the right answers. You will also be encouraged to raise your own questions and to share in the development of the right answers using your own analysis and experiences. Tests of the multiple-choice type will be made available on a daily basis to examine the effectiveness of delivering the course.

All presentations are made in excellent colorful power point. Very useful Course Materials will be given.

- 30% Lectures
- 30% Workshops and work presentation
- 20% Group Work& Practical Exercises
- 20% Videos& General Discussions

### **COURSE OUTLINE**

- Introduction
- HR audit for successful HR Strategy
- What is HR audit?
- The HR Audit method
- How does a firm know if its HR practice have impact on Business Results?
- The Purpose of HR Auditing
- Objectives of HR Auditing
- What is the Human Capital Circle
- Parts and Functions of the Human Resource Circle

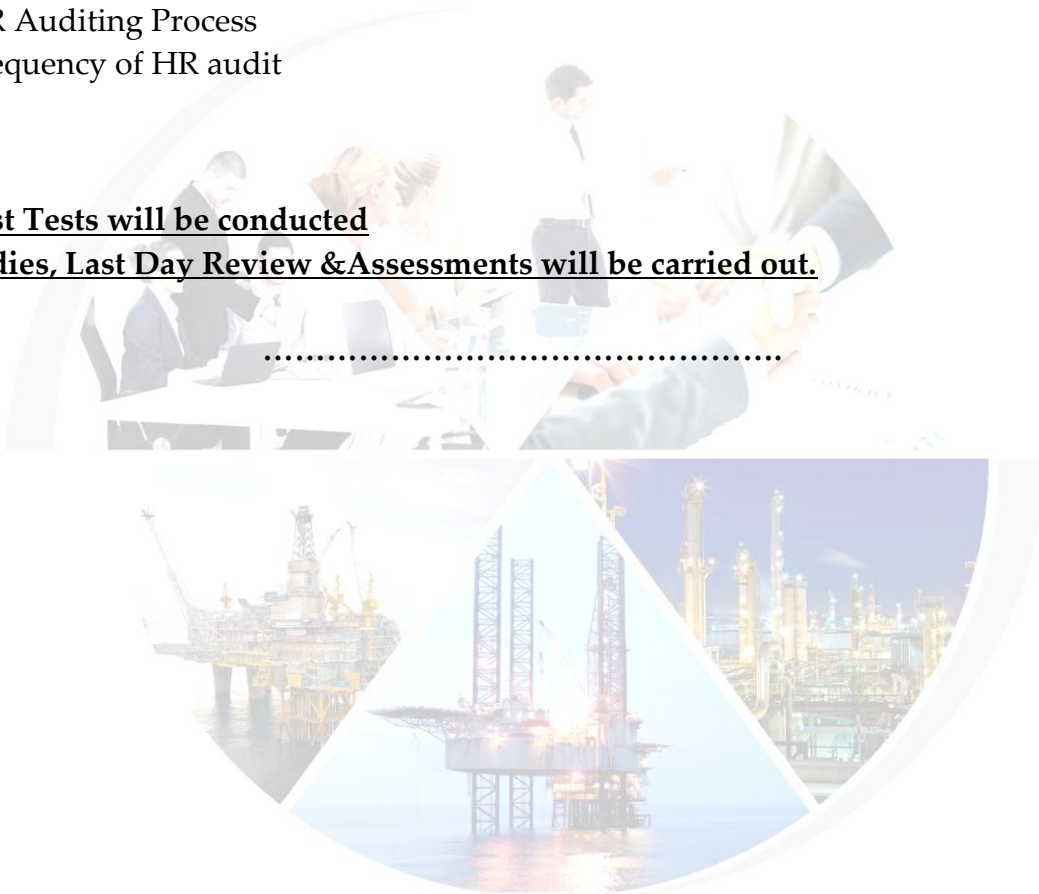
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- The scope of HR Auditing
- Growth of Organization as a result of HR Auditing
- Benefits of HR Audit
- Building organization's capabilities
- Tasks of HR Auditors
- Types of HR Audits
- Manage change
- Attracting and Retaining Intellectual Capital
- Methods of HR Auditing
- HR Auditing Process
- Frequency of HR audit

**NOTE:**

**Pre & Post Tests will be conducted**

**Case Studies, Last Day Review & Assessments will be carried out.**



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