

5-day Interactive Training Course

# Strategic Human Resources Leadership

Inspiring and Engaging Teams to Delivering Best Results

12 Aug - 16 Aug 2024	Salalah - Oman	US\$ 4,950
16 Sep - 20 Sep 2024	Dubai - UAE	US\$ 4,950
11 Nov - 15 Nov 2024	Luanda - Angola	US\$ 5,950
16 Dec - 20 Dec 2024	Dubai - UAE	US\$ 4,950
24 Mar - 28 Mar 2025	Dubai - UAE	US\$ 4,950



# Strategic Human Resources Leadership

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## About the Course

Today, strategic leadership knows where it wants to be in the future and creates favourable conditions for this process. It is about aligning the present and the future to ensure that processes, operations, and people will be able to achieve the organisation's objectives, department or project.

Strategic leadership is inspiring because, in addition to being committed to leveraging results and efficiency, it does not wait for an external reaction to make decisions or redefine paths to follow. However, taking more risks (compared to other leadership styles) is part of the routine of a leader who prints this leadership style. In addition to occupying high-level positions in the hierarchy, leaders are continually required to understand the context, make decisions and direct teams to action. They are essential to enable the organisation's success sustainably.

This intensive 5-day training course on Strategic Human Resources Leadership addresses fundamental topics for the leader's conscious performance as a People Manager. It provides an educational experience based on knowledge, reflections and exercises in different tools. The delegates will deepen your understanding of how organisational culture influences the people management model, people management strategies and leadership development, and developing management skills such as conflict management, feedback and motivation, always aiming at excellent training.

## Core Objectives

This training course is intended for professionals from all business, sectoral or industrial associations who wish to strengthen their ability to manage and lead organisations to increase their collaborators' influence and external promotion in an environment of great complexity and competitiveness.

**The delegates will achieve the following objectives:**

- Interpret the work of the strategic leader in a more profound way
- Build human development plans that take strategic leadership into deep consideration
- Exercise your leadership role better
- Know the techniques and tools that enhance the leader's performance in the search for better results
- Identify which are the interpersonal influence practices that lead to action

## Training Approach

To accelerate the development of the delegates significantly, there is a lot of practical content shared, which can (and should) be put into practice in the work environment immediately. Besides the theoretical presentation, the training will be structured based on group conducting techniques. Diversified activities and resources will be applied, such as group dynamics, audiovisual resources, simulations, exercises and case studies, to maximise delegates' participation, involvement and learning.

The training course is held in a face-to-face format and can be adapted according to the company's needs. Through the constant improvement of their skills, employees will be able to contribute consistently to the organisation, making the work environment even better, more human, collaborative and productive.

## The Attendees

Today, with the digital transformation that has been taking place in our society, there is no more room for management based on assumptions and authoritarianism. The strategic leader has a fundamental role in improving the climate, culture, organizational environment and, of course, the best results of the organization.

**This training course is aimed at leaders who wish to develop leadership and management skills to perform their roles with excellence, regardless of the work area. But not limited to:**

- Senior Manager
- HR Manager/Director
- Director/Executive
- Leader of Innovation
- Consultants
- Team Managers
- Supervisors

# DAILY DISCUSSION

## DAY ONE

### EXECUTIVE LEADERSHIP

- Executive Leadership Drivers
- What kind of Leader?
- Authentic Leadership
- Self-knowledge and Professional Trajectory
- New links and ways of working in the Digital Society

## DAY TWO

### ALIGNMENT TO THE ORGANISATIONAL STRATEGY

- Definition of Mission and Vision, Values, Policy and Guidelines
- SWOT Analysis
- Balanced Scorecard
- Communicate the Strategy
- Company Maturity with Situational Leadership Analysis

## DAY THREE

### SET OBJECTIVES AND GOALS

- Strategic Objectives in Operational Design Thinking Model
- Goals
- Define Productivity Indexes
- Resources, Capabilities, Skills and Value Chain
- Judgements, Decisions and Rationality

## DAY FOUR

### ALIGNMENT OF THE WHOLE ORGANISATION

- Action Plan
- Define Roles and Responsibilities
- Monitoring of Interim Results
- Status Points Meetings
- Relevant Continuous Training

## DAY FIVE

### CHANGE AND ORGANISATIONAL CULTURE

- Formation and Development of Culture
- Impacts of culture on company results
- Culture, Strategy and Management Models
- Diagnosis and Cultural Change
- Change Management Methodologies



## THE CERTIFICATE

**XCalibre Training Centre Certificate of Completion will be provided to delegates who attended and completed the training course.**