

# HR STRATEGY FOR ORGANISATIONAL TRANSFORMATION

“Drive Sustainable Change by Aligning HR Strategy with Business Transformation Initiatives”

## Schedule

| Date             | Venue        | Fees (Face-to-Face)   |
|------------------|--------------|-----------------------|
| 25 – 27 Feb 2026 | Dubai – UAE  | USD 2495 per delegate |
| 03 – 05 Mar 2026 | Doha – Qatar | USD 2495 per delegate |

► **Available delivery methods:** Face-to-Face & Online Training, In-House Training

## Introduction

In times of rapid market shifts, digital disruption, and organizational change, HR leaders play a critical role in driving transformation. To move beyond administrative functions, HR must become a strategic partner—aligning people, processes, and culture with the organization’s evolving direction.

This 3-day course equips HR professionals with the strategic tools and leadership insight needed to support business transformation. Participants will explore how to align HR strategy with organizational goals, lead talent transformation, develop agile structures, and embed a change-ready culture.

## Objectives

- By the end of this course, participants will be able to:
- Understand the relationship between business transformation and HR strategy
  - Design HR strategies that enable agility, innovation, and workforce resilience
  - Translate business goals into HR initiatives around talent, culture, and structure
  - Support transformation through leadership alignment and strategic workforce planning
  - Drive employee engagement and change communication during transformation
  - Measure the impact of HR strategy through data and performance metrics

## Why Attend

- Learn to position HR as a key driver of business transformation
- Develop practical strategies for leading organizational change from the HR function
- Identify and close capability gaps through talent strategy and workforce design
- Build change management and communication plans aligned with strategic shifts
- Understand how to measure and report HR's contribution to transformation success

## Target Audience

This program is designed for:

- HR Directors, HR Business Partners, and Strategic HR Leaders
- Organizational Development and Change Managers
- Talent and Workforce Planning Professionals
- Learning and Development Leaders
- Anyone involved in transformation initiatives or people strategy

## Individual Benefits

Key competencies that will be developed include:

- Strategic alignment between business priorities and HR programs
- Workforce capability assessment and transformation planning
- Talent management aligned with organizational redesign
- Influencing change and leading HR during transitions
- Designing measurable and impactful HR strategies

## Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Stronger HR contribution to transformation programs
- More agile and future-ready workforce planning
- Increased leadership alignment and cultural readiness for change
- Improved employee engagement and communication during change
- Measurable outcomes from HR initiatives tied to transformation success

## Instructional Methodology

The course follows a strategic, collaborative learning model:

- Strategy Briefings – Frameworks for HR transformation alignment
- Case Studies – Organizational change and HR leadership in action
- Workshops – Scenario planning, talent strategy mapping, and capability gap analysis
- Peer Exchange – Cross-industry dialogue and HR benchmarking
- Tools – HR transformation roadmaps, planning templates, and communication models

## Course Outline

### DETAILED 3-DAY COURSE OUTLINE

**Training Hours: 7:30 AM - 3:30 PM** Daily Format: 3-4 Learning Modules | Coffee breaks: 09:30 & 11:15 | Lunch Buffet: 01:00 - 02:00

#### Day 1: Strategic Role of HR in Transformation

- Module 1: Business Transformation Drivers and HR's Role (07:30 - 09:30) • Digitalization, disruption, and agility as transformation triggers • Evolving role of HR from operations to strategic enablement
- Module 2: HR Strategy Development Framework (09:45 - 11:15) • Linking business vision to HR priorities • Strategic workforce planning and capability development
- Module 3: Aligning HR with Organizational Goals (11:30 - 01:00) • Culture transformation and structural alignment • Executive buy-in and HR's seat at the table
- Module 4: Workshop - Mapping HR Strategy to Business Change (02:00 - 03:30) • Participants create a draft HR transformation map

#### Day 2: Talent, Structure & Change Readiness

- Module 1: Talent Management for a Transforming Workforce (07:30 - 09:30) • Succession planning, leadership pipeline, and critical roles • Reskilling, upskilling, and digital talent strategies
- Module 2: Organizational Design for Agility (09:45 - 11:15) • Flattened hierarchies, cross-functional teams, hybrid structures • Job redesign and workforce mobility
- Module 3: Building Change-Ready Cultures (11:30 - 01:00) • Behavior change, trust, and accountability in transformation • Employee engagement tools and diagnostics
- Module 4: Workshop - Talent and Capability Gap Analysis (02:00 - 03:30) • Teams assess transformation impact on current talent pipelines

#### Day 3: Execution, Communication & Measurement

- Module 1: Change Communication & Stakeholder Engagement (07:30 - 09:30) • Building change narratives, communication cadence, and resistance handling • Engaging line managers and transformation champions
- Module 2: Execution of HR Strategic Plans (09:45 - 11:15) • Prioritization, timelines, and cross-functional collaboration • Program governance and HR agility metrics
- Module 3: Measuring HR's Impact on Transformation (11:30 - 01:00) • KPIs and dashboards for strategic HR initiatives • Talent ROI, transformation success factors, and reporting
- Module 4: Final Project - Strategic HR Transformation Plan (02:00 - 03:30) • Teams present transformation roadmaps with KPIs and action steps

## Certification

Participants will receive a Certificate of Completion in HR Strategy for Organizational Transformation, confirming their ability to design and lead HR strategies that support large-scale business change.

## Why Choose MAWA Events

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