

THOUGHT LEADERSHIP COMPETENCIES FOR TODAY'S HR PROFESSIONALS

"Unlock the essential leadership qualities to drive HR success and organizational change."

Schedule

Date	Venue	Fees
29 - 30 Jul 2026	Muscat, Oman	USD 1995 per delegate
11 - 12 Aug 2026	Doha, Qatar	USD 1995 per delegate

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

Introduction

This 2-day course is designed for HR professionals looking to enhance their leadership skills and elevate their roles in the organization. Thought leadership in HR is about shaping future strategies, driving innovation, and creating a competitive advantage. This course will guide participants in cultivating the critical competencies that will help them become visionary leaders within their organizations.

By the end of the course, participants will learn how to foster innovation in HR practices, influence organizational culture, and lead HR functions in a way that supports broader business goals. It's an ideal course for HR professionals ready to transition from tactical roles to strategic thought leadership.

Objectives

By the end of this course, participants will be able to:

- Develop and implement strategic HR initiatives that align with organizational goals
- Foster a culture of innovation and collaboration within HR teams
- Utilize HR data and insights to make informed decisions and drive organizational change
- Act as strategic advisors to leadership, influencing business strategy
- Understand and apply the principles of thought leadership in HR practice
- Lead with a focus on continuous improvement and future trends in HR

Why Attend

- Elevate Leadership Skills: Learn how to step into a strategic HR leadership role
- Influence Organizational Change: Understand how to lead HR initiatives that transform company culture
- Data-Driven Decision Making: Develop competency in using HR analytics to drive decisions
- Innovate HR Practices: Stay ahead of trends and learn to implement cutting-edge HR strategies
- Expand Professional Network: Connect with like-minded HR leaders and professionals
- Career Advancement: Equip yourself with skills that are critical for senior HR roles

Target Audience

This program is designed for:

- Senior HR professionals, HR managers, and directors
- HR consultants looking to expand their leadership competencies
- HR business partners who want to influence strategic decisions
- Any HR professional looking to develop thought leadership capabilities

Individual Benefits

Key competencies that will be developed include:

- Strategic thinking and vision for HR
- The ability to influence and lead organizational change
- Advanced communication and persuasion skills for HR professionals
- Innovation and creativity in solving HR challenges
- Leadership in aligning HR with overall business strategies
- Expertise in utilizing HR data and analytics to improve decisions

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Ability to lead HR strategies that contribute to overall organizational success
- Skills to drive cultural transformation and innovation in HR practices
- Data-driven approach to HR decision-making
- Enhanced ability to influence and collaborate with senior leadership
- Improved HR processes and increased efficiency within the organization

Instructional Methodology

The course follows a blended learning approach combining theory with practice:

- Strategy Briefings - Introduction to the concept of thought leadership in HR and its impact on business strategy
- Case Studies - Analysis of real-world examples where HR thought leadership has led to successful organizational transformations
- Workshops - Hands-on activities to develop strategic HR initiatives and solve complex HR challenges
- Peer Exchange - Group discussions to share experiences and learn from the practices of other HR leaders
- Tools - Practical HR templates, frameworks, and tools for leadership development

Course Outline

DETAILED 2-DAY COURSE OUTLINE

Training Hours: 8:30 AM – 4:30 PM **Daily Format:** 3–4 Learning Modules | Coffee breaks: 10:00 & 11:30 | Lunch: 12:30 – 01:30

Day 1: Developing Thought Leadership Competencies in HR

- Module 1: Introduction to Thought Leadership in HR (08:30 – 10:00)
 - What is thought leadership, and why is it critical in HR?
 - The changing role of HR in organizations
 - Overview of competencies needed to become a thought leader in HR
- Module 2: Shaping HR Strategy and Organizational Culture (10:15 – 12:00)
 - Aligning HR initiatives with business objectives
 - Driving cultural transformation through HR leadership
 - Case study of successful HR strategy implementations
- Module 3: Workshop: Strategic HR Leadership (12:30 – 02:30)
 - Practical exercises on developing HR strategies
 - Group discussions on how to influence business strategy with HR initiatives

Day 2: HR Innovation and Data-Driven Decision Making

- Module 4: Leading with Innovation in HR (08:30 – 10:00)
 - How to foster innovation in HR practices
 - Techniques to drive continuous improvement in HR functions
 - Leveraging new technologies and trends in HR
- Module 5: Using HR Analytics for Strategic Decision Making (10:15 – 12:00)
 - Introduction to HR analytics and data-driven decision-making
 - How to use HR data to influence business outcomes
 - Real-life examples of using HR data for strategic advantage
- Module 6: Communicating as an HR Thought Leader (12:30 – 02:30)
 - Mastering the art of persuasive communication for HR leaders
 - Techniques for influencing senior leadership
 - Enhancing the HR department’s credibility and influence within the organization

Certification

Participants will receive a Certificate of Completion in Thought Leadership for HR Professionals, acknowledging their expertise in developing leadership skills and their ability to drive strategic HR initiatives within their organizations.

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Interested in running this course for your team?

Please contact us:

TEL:

+601116373203

EMAIL:

info@mawaevents.net

MAWA EVENTS

Address: No. 857, Block A2, Leisure Commerce Square - No 9., 46150 Petaling Jaya, Selangor, Malaysia

Phone: +601116373203 | **Email:** info@mawaevents.net



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