

STRATEGIC HRM & TALENT MANAGEMENT

"Driving Organizational Success through Strategic HR Practices and Talent Development"

Schedule

Date	Venue	Fees (Face-to-Face)
22 - 24 Sep 2026	Manama - Bahrain	USD 2495 per delegate

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

Introduction

In today's rapidly evolving business environment, the role of Human Resource Management (HRM) extends far beyond administrative functions. HR has become a strategic partner in driving organizational growth, fostering a high-performance culture, and developing the workforce to meet both current and future business needs. One of the key aspects of strategic HRM is effective talent management, which involves attracting, developing, retaining, and motivating the right talent to achieve business objectives.

This 3-day intensive course focuses on equipping HR professionals with the tools and knowledge to align HR strategies with organizational goals, drive talent management practices, and enhance organizational performance. Participants will learn how to develop and implement talent strategies that attract top talent, nurture potential leaders, and foster a high-performance culture.

Objectives

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

- Understand the key principles of strategic HRM and its role in organizational success
- Develop and implement a comprehensive talent management strategy
- Attract, retain, and develop high-performing employees to meet organizational needs
- Align HR practices with business goals and enhance organizational effectiveness
- Foster leadership development and succession planning

Why Attend

- Learn how to build and execute a talent management strategy that aligns with organizational objectives
- Gain insights into modern HR practices that foster employee engagement and retention
- Improve your ability to attract, develop, and retain top talent in a competitive environment
- Develop a deeper understanding of strategic HRM and its impact on organizational performance
- Strengthen your leadership capabilities and contribute to building a high-performance workforce

Target Audience

This program is designed for:

- HR managers, directors, and senior HR professionals
- Talent acquisition and development specialists
- Organizational development and leadership development professionals
- HR business partners and consultants
- Anyone responsible for implementing strategic HR practices in their organization

Individual Benefits

Key competencies that will be developed include:

- Strategic HR planning and alignment with business goals
- Effective talent management techniques for attracting and retaining top talent
- Leadership development and succession planning strategies
- Organizational culture and performance management practices
- Employee engagement, motivation, and retention strategies

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- A more aligned HR function that directly supports organizational strategy
- Increased ability to attract, develop, and retain the right talent
- A more effective talent management process that improves employee performance
- A leadership pipeline that ensures future business continuity
- Enhanced employee engagement, reducing turnover and improving productivity

Instructional Methodology

The course follows a blended learning approach combining theory with practical application:

- Strategy Briefings - Introduction to strategic HRM and talent management concepts
- Case Studies - Real-world examples of successful talent management and HR strategies
- Workshops - Hands-on exercises in talent strategy development, succession planning, and employee engagement
- Peer Exchange - Group discussions on best practices and challenges in aligning HR with business goals
- Tools - Templates for talent management strategies, employee engagement plans, and performance assessments

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: Introduction to Strategic HRM and Talent Management

- Module 1: The Role of HRM in Organizational Strategy (07:30 - 09:30) • The evolving role of HR in driving business success • How HR strategy aligns with organizational goals and performance • Key principles of strategic HRM
- Module 2: Developing a Talent Management Strategy (09:45 - 11:15) • Components of a comprehensive talent management strategy • Linking talent management to organizational goals • Attracting top talent through effective recruitment strategies
- Module 3: Building a High-Performance Culture (11:30 - 01:00) • Defining and fostering a high-performance organizational culture • Aligning values, goals, and behaviors for success • Creating an environment of continuous improvement and innovation
- Workshop - Talent Management Strategy Development (02:00 - 03:30) • Develop a talent management strategy for a hypothetical organization • Group presentations and feedback

Day 2: Implementing Talent Acquisition and Development Practices

- Module 1: Talent Acquisition and Recruitment Strategies (07:30 - 09:30) • Effective recruitment and selection techniques for attracting top talent • Building a talent pipeline and employer brand • Using data and analytics in recruitment to make informed decisions
- Module 2: Onboarding and Employee Development (09:45 - 11:15) • The importance of an effective onboarding process for new hires • Designing employee development programs for growth and retention • Aligning training and development with business goals
- Module 3: Performance Management and Feedback (11:30 - 01:00) • Setting clear performance expectations and objectives • Creating a continuous feedback culture for performance improvement • Aligning performance reviews with strategic goals and career development
- Workshop - Designing an Onboarding and Development Plan (02:00 - 03:30) • Create an onboarding and employee development plan for a new hire • Group review and feedback

Day 3: Leadership Development and Succession Planning

- Module 1: Leadership Development and Talent Pipeline (07:30 - 09:30) • Identifying high-potential employees and developing leadership skills • Designing leadership development programs aligned with organizational strategy • Mentoring, coaching, and job rotations for leadership growth
- Module 2: Succession Planning for Future Success (09:45 - 11:15) • The importance of succession planning in leadership continuity • Developing a succession plan that aligns with organizational needs • Identifying critical roles and preparing talent for promotion
- Module 3: Employee Engagement and Retention Strategies (11:30 - 01:00) • The link between employee engagement and organizational success • Designing reward and recognition programs that enhance retention • Creating opportunities for growth and career advancement
- Final Workshop - Succession Planning and Leadership Development (02:00 - 03:30) • Develop a succession planning strategy and leadership development program • Group discussion and final feedback

Certification

Participants will receive a Certificate of Completion in Strategic HRM & Talent Management, validating their ability to implement HR strategies that align with organizational goals and drive talent development and retention.

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