

COMPETENCIES FOR STRATEGIC HR PROFESSIONALS

"Elevate Your HR Impact by Developing Core Strategic Competencies"

Schedule

Date	Venue	Fees
20 – 21 Aug 2026	Dubai, UAE	USD 1995 per delegate

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

Introduction

This 2-day course is designed for HR professionals who want to shift from operational roles to a more strategic partnership within their organizations. Participants will explore the essential competencies that transform HR into a driver of business success, focusing on leadership, strategic thinking, change management, and business acumen.

The program blends theory with practical tools, helping participants strengthen their ability to influence organizational outcomes and align HR strategies with business goals.

Objectives

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

- Understand the evolving role of HR as a strategic partner
- Build core competencies needed for strategic HR leadership
- Align HR initiatives with organizational strategy and performance
- Develop business acumen and financial literacy for HR
- Lead organizational change and manage talent effectively

Why Attend

- Gain a roadmap for transitioning to strategic HR roles
- Enhance your influence and credibility with senior leadership
- Develop key leadership and communication competencies
- Learn practical tools to align HR initiatives with business goals
- Strengthen your ability to drive organizational change

Target Audience

This program is designed for:

- Senior HR managers and directors
- HR business partners and generalists
- Talent management and organizational development professionals
- HR professionals preparing for strategic roles
- Anyone involved in aligning HR with business strategy

Individual Benefits

Participants will develop:

- Strategic thinking and problem-solving skills
- Stronger leadership and communication capabilities
- Business literacy to understand financial and operational metrics
- Confidence to contribute to executive decision-making
- Tools for managing change and enhancing organizational agility

Organizational Benefits

Organizations will gain:

- HR leaders who can align people strategies with business needs
- Improved talent management and succession planning
- Stronger organizational change capability
- Enhanced employee engagement and performance outcomes
- Greater competitive advantage through strategic HR practices

Instructional Methodology

The course will feature:

- Interactive expert-led presentations
- Group discussions and peer learning
- Practical case studies and role plays
- Strategy development exercises
- Personalized feedback and action planning

Course Outline

Detailed 2-Day Course Outline

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

Day 1: Building Strategic HR Competencies

- Module 1: The Strategic Role of HR (07:30 – 09:30)
 - Redefining HR as a business partner
 - Understanding organizational strategy and drivers
 - Building strategic relationships across the business
- Module 2: Developing Business Acumen (09:45 – 11:15)
 - Financial literacy for HR professionals
 - Interpreting key business metrics and reports
 - Linking HR outcomes to financial performance
- Module 3: Leadership and Communication Skills (01:00 – 03:30)
 - Influencing and negotiating with stakeholders
 - Enhancing executive presence and credibility
 - Effective communication for strategic impact

Day 2: Driving Change and Talent Strategies

- Module 4: Talent Management and Succession Planning (07:30 – 09:30)
 - Identifying critical roles and talent gaps
 - Building leadership pipelines and development plans
 - Retention strategies for key talent
- Module 5: Leading Organizational Change (09:45 – 11:15)
 - Change management frameworks and tools
 - Overcoming resistance and driving adoption
 - Sustaining change for long-term success
- Module 6: Integrating HR Strategy with Business Goals (01:00 – 03:30)
 - Aligning HR initiatives with organizational performance
 - Measuring and communicating HR's strategic value
 - Crafting a personal action plan for strategic HR growth

Certification

Participants will receive a Certificate of Completion in Competencies for Strategic HR Professionals, confirming their enhanced capabilities as strategic HR leaders who drive business results.

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- **Global Expertise:** More than 17 years of experience in professional training and consulting.
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Interested in running this course for your team?

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