

DIGITAL TRANSFORMATION IN HUMAN RESOURCES

“Leveraging Technology to Drive HR Innovation, Efficiency, and Employee Experience”

Schedule

Date	Venue	Fees (Face-to-Face)
24 - 28 Aug 2026	London, UK	USD 3495 per delegate

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

Introduction

Digital transformation is radically redefining how HR functions operate and contribute to organizational success. From AI-driven recruitment to cloud-based HR systems and predictive workforce analytics, technology is enabling HR to shift from transactional operations to strategic enablers of value.

This course provides HR professionals with the knowledge and tools to navigate digital disruption, implement innovative technologies, and design employee-centric processes. It combines global best practices with practical insights to help transform HR into a digital powerhouse that improves agility, performance, and engagement.

Objectives

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

- Understand the key technologies driving digital transformation in HR
- Redesign HR processes for automation, agility, and user experience
- Use data and analytics to enhance workforce planning and decision-making
- Implement digital tools for recruitment, onboarding, learning, and performance
- Build a transformation roadmap aligned with organizational strategy

Why Attend

- Learn how to digitize and modernize HR operations
- Gain tools to improve employee engagement through technology
- Understand how to use analytics for talent decisions
- Explore the latest trends in AI, automation, and digital HR platforms
- Develop leadership skills to manage digital HR transformation

Target Audience

This program is designed for:

- HR professionals and managers responsible for transformation initiatives
- HR technology and systems specialists
- Organizational development and talent managers
- HR consultants and business partners
- Senior HR leaders aiming to align HR with digital strategy

Individual Benefits

Key competencies that will be developed include:

- Digital fluency in HR tools and technologies
- Capability to lead HR automation and change initiatives
- Skill in leveraging data for HR decision-making
- Enhanced understanding of employee experience design
- Confidence in managing digital platforms and cloud-based systems

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Stronger alignment between HR processes and digital business strategy
- Increased efficiency through automation and self-service HR tools
- Improved employee engagement and retention through better UX
- Better talent acquisition and development driven by analytics
- More agile and data-driven HR operations

Instructional Methodology

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

- Strategy Briefings - Deep dive into HR digital transformation frameworks and global trends
- Case Studies - Real-world examples of digital HR transformation across industries
- Workshops - Hands-on activities in HR tech selection, process redesign, and data use
- Peer Exchange - Group discussions on transformation challenges and success stories
- Tools - Digital HR maturity assessments, employee journey maps, and KPI dashboards

MAWA EVENTS

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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: The Digital HR Landscape

- Module 1: Introduction to Digital HR (07:30 – 09:30)
 - Overview of digital transformation in HR
 - Shifting from operational HR to strategic enabler
 - Understanding the digital HR ecosystem
- Module 2: Key Technologies Shaping HR (09:45 – 11:15)
 - AI, machine learning, RPA, and cloud computing in HR
 - HR information systems (HRIS) and digital platforms
 - Impacts on HR roles and structures
- Module 3: Case Study – Global HR Digitalization (11:30 – 01:00)
 - Review of a successful transformation initiative
 - Challenges, tools used, and outcomes
 - Lessons learned
- Module 4: Workshop – Digital HR Maturity Assessment (02:00 – 03:30)
 - Assess current HR digital maturity
 - Identify capability gaps
 - Set initial priorities

Day 2: Talent Acquisition and Onboarding in the Digital Age

- Module 1: Digital Recruitment Strategies (07:30 – 09:30)
 - AI-powered candidate sourcing and screening
 - Video interviews and gamified assessments
 - Diversity and inclusion in digital hiring
- Module 2: Enhancing Onboarding through Technology (09:45 – 11:15)
 - Virtual onboarding tools and platforms
 - Creating engaging onboarding journeys
 - Onboarding analytics and feedback loops
- Module 3: Employer Branding and Social Media (11:30 – 01:00)
 - Online reputation and candidate engagement
 - Leveraging LinkedIn, Glassdoor, and career portals
 - Building a digital employer brand
- Module 4: Workshop – Mapping the Digital Hiring Journey (02:00 – 03:30)
 - Identify touchpoints in the recruitment process
 - Redesign for speed, experience, and data capture
 - Tools to support digital hiring

Day 3: Learning, Development, and Performance

- Module 1: Digital Learning Platforms and Strategy (07:30 – 09:30)
 - LMS, microlearning, and mobile learning trends
 - Curated vs. created content
 - Gamification and personalization in L&D
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Module 2: AI in Talent Development (09:45 – 11:15)

- Adaptive learning paths
- Skill gap analysis using analytics
- Upskilling and reskilling through digital tools
- Module 3: Performance Management Reinvented (11:30 – 01:00)
- Continuous performance feedback systems
- OKRs, check-ins, and real-time coaching
- Tech tools for goal alignment and tracking
- Module 4: Workshop – Redesigning the Learning Experience (02:00 – 03:30)
- Evaluate current learning processes
- Build a digital learning strategy
- Select appropriate tools and platforms

Day 4: HR Analytics and Employee Engagement

- Module 1: Introduction to HR Analytics (07:30 – 09:30)
- Types of HR analytics: descriptive, predictive, prescriptive
- Key metrics for talent, performance, and engagement
- Building data culture in HR
- Module 2: Employee Experience and Journey Mapping (09:45 – 11:15)
- Digital tools to track and enhance EX
- Personas, touchpoints, and sentiment analysis
- Measuring engagement through digital feedback
- Module 3: Case Study – Using Analytics to Improve Retention (11:30 – 01:00)
- Real data-driven retention strategy
- Predictive insights and outcomes
- Linking analytics to business value
- Module 4: Workshop – HR Dashboard Design (02:00 – 03:30)
- Design real-time dashboards for HR KPIs
- Choose visualization tools (e.g., Power BI, Tableau)
- Hands-on practice with sample data

Day 5: Leading HR Digital Transformation

- Module 1: Building an HR Tech Roadmap (07:30 – 09:30)
- Prioritizing initiatives based on impact and readiness
- Vendor selection and implementation planning
- Agile methodology in HR projects
- Module 2: Change Management in Digital HR (09:45 – 11:15)
- Managing resistance and stakeholder engagement
- Building digital capabilities and upskilling HR staff
- Internal communication and user adoption strategies
- Module 3: Future Trends in HR Technology (11:30 – 01:00)
- Predicting the next wave of innovation
- Ethical and legal implications of AI in HR
- Sustainability and ESG alignment in HR tech
- Module 4: Final Presentation and Action Planning (02:00 – 03:30)

Participant presentations on their transformation plans

- Peer feedback and discussion
- Wrap-up and certificate awarding

Certification

Participants will receive a Certificate of Completion in Digital Transformation in Human Resources, validating their expertise in leveraging technology to enhance HR strategy, operations, and employee experience.

Why Choose MAWA Events

- **Global Expertise:** More than 17 years of experience in professional training and consulting.
- **Industry-Leading Faculty:** Courses delivered by seasoned professionals with hands-on experience.
- **Practical Insights:** Learn to turn theory into actionable strategies for real-world business impact.
- **Client-Focused Solutions:** Customized programs designed to achieve your organisation's unique goals.

<p>In-House / Customized Training</p> <p>Interested in running this course for your team?</p> <p>Please contact us:</p>	<p>TEL:</p> <p>+601116373203</p>	<p>EMAIL:</p> <p>info@mawaevents.net</p>
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