

DIGITAL TRANSFORMATION OF HR FUNCTIONS

"Reimagine the future of HR by integrating digital strategies, tools, and technologies for smarter, faster, and more agile workforce management."

Schedule

Date	Venue	Fees (Face-to-Face)
26 - 30 Jul 2026	Kuwait	USD 3,495 per delegate

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

Introduction

As organizations embrace digitalization, the HR function must evolve from administrative support to a strategic partner in organizational success. Digital transformation in HR is not just about adopting technology—it's about rethinking processes, culture, and capability to drive workforce agility and performance.

This intensive 5-day course equips HR professionals with the strategic insight, tools, and frameworks needed to lead digital transformation within the HR function. From data-driven decision-making to AI-powered recruitment, participants will explore the future of HR and develop actionable strategies to modernize their HR practices.

Objectives

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

- Understand the key drivers and principles of digital transformation in HR
- Assess current HR practices and identify areas for digital enhancement
- Integrate HR technologies such as HRIS, AI, analytics, and cloud-based systems
- Design and implement digital employee experience strategies
- Align digital HR initiatives with broader business transformation goals
- Lead change and foster a digital-first HR culture

Why Attend

- Learn how to digitize core HR functions such as recruitment, performance, and learning
- Get hands-on with the latest HR tools and digital platforms
- Understand how to harness HR analytics for talent strategy
- Prepare your HR department for the future of work
- Network with digital HR leaders and transformation experts

Target Audience

This program is designed for:

- HR managers, specialists, and business partners
- Talent acquisition and learning & development professionals
- HRIS and HR technology managers
- Change management and organizational development practitioners
- HR consultants involved in transformation projects
- Senior HR leaders responsible for HR strategy and innovation

Individual Benefits

Key competencies that will be developed include:

- Digital literacy in HR technologies and platforms
- Ability to redesign HR processes using digital tools
- Strategic thinking aligned with workforce digitalization
- Enhanced analytical skills using HR data and dashboards
- Change leadership for digital adoption

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Increased efficiency and automation in HR operations
- Improved employee experience and engagement through digital tools
- Better decision-making based on real-time HR data
- Agile HR practices aligned with business needs
- Stronger employer branding through digital innovation

Instructional Methodology

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

- Strategy Briefings – Core concepts of digital HR, future workforce trends, and HR technology ecosystems
- Case Studies – Examples of successful HR digital transformation from global organizations
- Workshops – Interactive sessions to design digital HR strategies and user journeys
- Peer Exchange – Collaborative learning and experience sharing
- Tools – HR tech templates, transformation roadmaps, and digital assessment frameworks

MAWA EVENTS

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

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



Course Outline

Detailed 5-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: Foundations of HR Digital Transformation

- Module 1: HR in the Digital Age (07:30 – 09:30)
 - The evolving role of HR in a digital enterprise
 - Key trends: AI, automation, remote work, gig economy
- Module 2: Drivers and Enablers of Digital Transformation
 - Organizational readiness and change factors
 - Mapping current HR maturity
- Module 3: Building a Digital HR Strategy
 - Digital vision, goals, and KPIs for HR transformation
 - Aligning HR goals with business strategy

Day 2: Digitalizing Core HR Functions

- Module 1: HR Process Automation and Workflow Redesign
 - Streamlining employee lifecycle processes
 - HRIS, ERP, and integrated platforms
- Module 2: Digital Recruitment and Onboarding
 - AI and data-driven sourcing tools
 - Digital onboarding journeys and tools
- Module 3: Performance and Learning in the Digital Era
 - Cloud-based performance management systems
 - Personalized and digital L&D platforms

Day 3: HR Analytics and Decision-Making

- Module 1: Introduction to HR Analytics
 - Role of data in modern HR
 - Key HR metrics and dashboards
- Module 2: Using Data for Talent Strategy
 - Predictive analytics in hiring, attrition, and engagement
 - Linking analytics to business outcomes
- Module 3: Building a Data-Driven HR Culture
 - Upskilling HR teams in analytics
 - Ensuring data privacy and ethical use

Day 4: Employee Experience and Engagement in a Digital World

- Module 1: Employee Experience (EX) Design
 - Mapping digital employee journeys
 - Experience-driven HR vs. process-driven HR
- Module 2: Digital Communication and Engagement Tools
 - Internal social platforms, feedback apps, and chatbots
 - Listening strategies and pulse surveys
- Module 3: Hybrid Work and Digital Culture
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Designing inclusive and flexible work models

- Managing virtual teams effectively

Day 5: Leading Change and Sustaining Transformation

- Module 1: Change Management in Digital HR
- Change frameworks and stakeholder engagement
- Building digital champions in HR
- Module 2: HR Transformation Roadmap
- Phased rollout plans and milestone tracking
- Monitoring and adapting HR initiatives
- Module 3: Innovation Lab and Action Planning
- Final group workshop to design HR innovation projects
- Action plans for participants' own organizations

Certification

Participants will receive a Certificate of Completion in Digital Transformation of HR Functions, certifying their ability to modernize HR processes and systems through digital technologies and drive innovation within their HR departments.

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.

In-House / Customized Training

Interested in running this course for your team?

Please contact us:

TEL:

+601116373203

EMAIL:

info@mawaevents.net

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