

## STRATEGIC HRM & TALENT MANAGEMENT - ILM ENDORSED

*“Align People Strategy with Business Strategy to Drive Sustainable Organizational Performance”*

### Schedule

Venue (InHouse)	Fees
At Your Organization Premises	Ask For The Quotation

► **Available delivery methods:** In-House Training

### Introduction

In a rapidly evolving business environment, organizations that thrive are those that effectively align their people strategy with their overall business objectives. Strategic Human Resource Management (SHRM) ensures that HR is not just an administrative function, but a key strategic partner in driving organizational performance and competitive advantage.

The Strategic HRM & Talent Management - ILM Endorsed program provides HR leaders and professionals with a comprehensive understanding of how to design and implement strategic HR practices that support business growth. The course focuses on integrating HR planning, talent management, and leadership development with corporate strategy to ensure sustainable success.

Through a blend of strategic frameworks, practical tools, and real-world case studies, participants will learn how to develop a high-performance culture, manage critical talent pipelines, and position HR as a key driver of organizational transformation.

### Objectives

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

- Understand the principles and practices of Strategic Human Resource Management (SHRM).
- Align HR strategy with corporate vision, mission, and business goals.
- Develop and implement effective talent management frameworks.
- Identify, attract, and retain high-potential and high-performing employees.
- Design succession planning and leadership development programs.
- Evaluate HR metrics and analytics to measure strategic impact.
- Foster a culture of performance, engagement, and innovation.
- Apply ILM-endorsed best practices for strategic HR and talent excellence.

## Why Attend

This ILM-endorsed course enables HR professionals to elevate their role from operational administrators to strategic business partners. You will learn how to create HR strategies that add measurable value, drive productivity, and enable long-term success.

By attending, participants will gain internationally recognized skills and credentials, positioning themselves as credible HR leaders capable of transforming people management into a source of organizational advantage.

Upon completion, participants will receive ILM (Institute of Leadership and Management) endorsement, confirming their mastery of strategic HR and talent management principles.

## Target Audience

This course is ideal for:

- HR Directors, Managers, and Business Partners
- Talent Management and Organizational Development Professionals
- Learning and Development Managers
- Senior HR Practitioners aspiring to strategic leadership roles
- Line Managers involved in talent and people strategy
- Business Leaders seeking to strengthen HR's strategic contribution

## Individual Benefits

- Gain an ILM-endorsed qualification to enhance your professional credibility.
- Learn to integrate HR and talent management into organizational strategy.
- Develop a strong understanding of HR analytics and data-driven decision-making.
- Build confidence in leading organizational change and transformation.
- Strengthen your strategic communication and business partnering skills.
- Position yourself as a key contributor to business growth and innovation.

## Organizational Benefits

- Align HR strategy with long-term organizational goals.
- Improve talent retention, engagement, and leadership development.
- Enhance organizational agility through effective workforce planning.
- Build leadership pipelines and succession strategies.
- Improve decision-making using HR metrics and analytics.
- Foster a high-performance culture that drives sustainable success.

## Instructional Methodology

This ILM-endorsed program employs a strategic and experiential learning approach, including:

- Real-world case studies from leading global organizations
- Strategic planning simulations and group workshops
- Talent mapping and succession planning exercises
- HR metrics and analytics demonstrations
- Interactive discussions and peer learning
- ILM-aligned assignments and reflection activities for certification

## Course Outline

- Module 1: Understanding Strategic Human Resource Management (SHRM)
- Module 2: Linking HR Strategy with Corporate Vision and Business Objectives
- Module 3: Strategic Workforce Planning and Capability Building
- Module 4: Designing and Implementing Talent Management Frameworks
- Module 5: Leadership Development and Succession Planning
- Module 6: Performance, Engagement, and Retention Strategies
- Module 7: HR Metrics, Analytics, and Evidence-Based HR Decision-Making
- Module 8: The Role of HR in Organizational Change and Transformation
- Module 9: Developing and Sustaining a High-Performance Culture
- Module 10: ILM Assessment and Action Plan Presentation

## Certification

Upon successful completion, participants will receive an ILM Endorsed Certificate in Strategic HRM & Talent Management, awarded by the Institute of Leadership and Management (ILM, UK) — affirming their capability to align human capital strategies with organizational goals and drive long-term success through effective talent management.

## 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:

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