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COURSE BROCHURE

Advanced Strategic Human Resources Management Training Course

8 – 19 March 2027
Madrid

Advanced Strategic Human Resources Management Training Course

Ref: 270_8732 **Date:** 8 – 19 March 2027 **Location:** Madrid **Fees:** 9500 GBP

Strategic Human Resources Management is a 2-week training course for HR directors, senior HR managers and heads of HR who must connect people decisions to corporate strategy, and it builds a multi-year HR strategy roadmap that each participant brings back. Boards now expect people plans to be argued with the same rigour as capital plans, so the HR function needs a clear strategic voice. Jupiter Prime Training delivers this course on Strategic Human Resources Management.

Why Strategic Human Resources Management Matters Now

Three pressures shape the field today: boards and investors asking for disclosed human capital measures, executive teams redesigning operating models faster than job structures can follow, and employees expecting clearer careers and fairer treatment. An organisation that handles them well turns HR into a source of capability and resilience; one that handles them badly finds strategy stalled by skills shortages, weak leadership benches and rising attrition. The course draws on ISO 30414, the international guidelines for internal and external human capital reporting, and on the HR standards family maintained by ISO Technical Committee 260 ISO/TC 260.

Who Gains Most from Strategic Human Resources Management

- Leaders accountable for the people strategy and its link to the corporate plan
- Heads of HR responsible for the HR operating model and its service structure
- Senior HR managers who own organisational capability and succession outcomes
- Directors who report people measures to the executive committee and the board
- Senior specialists leading organisational change or restructuring for the function

An HR leadership team that attends together, with its director and the heads of its centres of expertise, gains most because it leaves with one shared roadmap.

Strategic Human Resources Management Capabilities

Participants move from running HR processes to shaping how people decisions support the organisation's strategic intent.

- Align HR priorities with corporate objectives through a people scorecard — executive committee
- Assess organisational capability gaps against the strategy's critical roles — chief executive
- Weigh HR operating model options, from shared services to centres of expertise — HR leadership
- Design human capital measures suited to board reporting — board and audit committee
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Build a change leadership approach for a people transformation — line leaders and employees
- Communicate a multi-year people strategy with costed priorities — finance director

Key Strategic Human Resources Management Terms

- People strategy — the set of choices on capability, culture and workforce that lets an organisation deliver its corporate strategy.
- HR operating model — the way the HR function is structured, staffed and sourced to deliver services and advice.
- Organisational capability — the combined skills, processes and culture that let an organisation perform a strategic activity repeatedly.
- Human capital reporting — the disclosure of workforce measures such as costs, productivity and turnover to internal and external stakeholders.
- People scorecard — a balanced set of HR measures linked to strategic objectives and reviewed by senior leadership.
- Critical role — a position whose performance has a disproportionate effect on strategy execution and value creation.

Strategic Human Resources Management Day by Day

Day 1: Strategy and the People Agenda

- Corporate Strategy Reading — Which Choices Create People Implications
- Resource-Based View of the Firm — Where People Create Advantage
- External Forces Scan for the Workforce — Priority Pressures for HR
- Stakeholder Map for HR — Whose Expectations Shape the Agenda
- Strategic Intent Statement for HR — Purpose the Function Commits To

Day 2: Capability and Critical Roles

- Organisational Capability Review — Capabilities the Strategy Depends On
- Critical Role Identification — Positions That Deserve Extra Investment
- Capability Gap Heat Map — Where Shortfalls Threaten Execution
- Leadership Bench Strength Assessment — Readiness for Succession Decisions
- Culture Diagnostic Interviews — Behaviours That Help or Block Strategy

Day 3: HR Operating Model Choices

- Three-Pillar HR Structure — Fit of Business Partners and Centres
- Shared Services and Outsourcing Options — Cost Against Service Quality
- HR Service Catalogue — What the Function Should Stop Doing
- HR Capability Framework — Skills Needed Inside the Function
- Operating Model Option Appraisal — Preferred Structure and Transition Path

Day 4: Talent Architecture

- Talent Segmentation Matrix — Differentiated Investment Across Employee Groups
- Succession Pipeline Design — Cover for Critical Roles
- Career Framework and Job Families — Mobility Routes Employees Can See
- Employer Value Proposition — Message for Scarce Skill Segments
- Retention Risk Profiling — Interventions for High-Impact Leavers

Day 5: Strategic HR Planning

- Workforce Demand Drivers — Headcount Implications of Business Plans
- Internal Supply Analysis — Movement, Retirement and Attrition Patterns
- Build, Buy, Borrow Decisions — Sourcing Mix for Future Skills
- Scenario Planning for People — Responses to Growth or Contraction
- People Cost Projection — Budget Envelope for the HR Plan

Day 6: Reward and Performance Alignment

- Reward Philosophy Statement — Market Position the Organisation Adopts
- Performance Management Design — Goal Cascades That Mirror Strategy
- Incentive Alignment Test — Behaviours Rewarded Versus Behaviours Needed
- Recognition Practices — Non-Financial Levers for Engagement
- Pay Equity Review Approach — Fairness Risks the Board Should See

Day 7: HR Governance and Human Capital Reporting

- ISO 30414 Reporting Areas — Human Capital Measures to Disclose
- People Scorecard Construction — Leading and Lagging HR Indicators
- Board People Dashboard — Information the Remuneration Committee Needs
- HR Policy Governance — Approval Rights and Policy Ownership
- People Risk Register — Workforce Exposures Requiring Escalation

Day 8: Leading People Change

- Change Readiness Assessment — Sequencing of a People Transformation
- Stakeholder Influence Planning — Sponsors, Resisters and Neutral Groups
- Organisation Design Principles — Spans, Layers and Decision Rights
- Employee Communication Architecture — Messages Across Each Change Stage
- Engagement Pulse Measures — Signals That Change Is Taking Hold

Day 9: Building the Business Case

- HR Investment Business Case — Return Logic Finance Will Accept
- Prioritisation Matrix for HR Initiatives — Sequence Within Limited Capacity
- Benefits Realisation Plan — Evidence That Initiatives Deliver
- Executive Storyline for People Strategy — Persuading the Leadership Team
- HR Function Self-Assessment — Credibility Gaps to Close First

Day 10: Practising the Multi-Year HR Strategy Roadmap

- Capability Gap Findings Applied — Priorities for the Roadmap Horizon
- Operating Model Choice Applied — Structural Moves by Year
- Scorecard Measures Applied — Targets for Each Roadmap Stage
- Peer Challenge Panel — Stress Test of Assumptions and Risks
- Multi-Year HR Strategy Roadmap — Final Version for Executive Sign-Off

Applying Strategic Human Resources Management After the Course

- Lead an organisational capability review with the executive team, using the critical role method to rank the five roles that most affect strategy execution.
- Draft a first people scorecard with ISO 30414 reporting areas and present it to the leadership team for agreement on measures and owners.

Strategic Human Resources Management Questions FAQ

What is Strategic Human Resources Management and why does it matter now?

Strategic Human Resources Management is the discipline of shaping people choices so they deliver corporate strategy. It matters now because boards ask for human capital evidence, operating models change quickly and scarce skills decide which strategies succeed.

Which roles gain most from Strategic Human Resources Management training?

HR directors, heads of HR and senior HR managers gain most. You benefit if you own the people strategy, the HR operating model, succession outcomes or the people measures reported to executives and boards.

How does Strategic Human Resources Management differ from a general HR management course?

It works at director level rather than process level. A general HR management course covers recruitment, policies and administration; this one covers capability, operating model, governance and the multi-year choices that link HR to the corporate plan.

What do you bring back from Strategic Human Resources Management training?

You bring back a multi-year HR strategy roadmap built on your own organisation's capability gaps, operating model choice and scorecard. You also return with methods for board reporting and change leadership that you can use immediately.

Strategic Human Resources Management: The Way Forward

The multi-year HR strategy roadmap is the work product participants take home. Its first use is to settle which capability gaps receive investment in the coming planning cycle, a decision taken with the chief executive and finance director. After its first year, the roadmap is worth revisiting through the scorecard results, testing whether the chosen operating model is still the right fit.