

ADVANCED PROFESSIONAL CERTIFICATE IN STRATEGIC HUMAN RESOURCE MANAGEMENT



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TRAINING CENTER



Introduction

The Advanced Professional Certificate in Strategic Human Resource Management Training Course prepares HR leaders to align people strategy with long-term organizational success. Strategic HR management connects talent decisions, workforce planning, and organizational design to broader business objectives. This course explores strategic HR frameworks, workforce planning models, and organizational design principles used by leading employers. Participants also examine how HR strategy supports competitive advantage through talent development and culture building. Furthermore, the course addresses HR metrics, change leadership, and governance practices that strengthen strategic decision-making. As a result, learners gain the confidence to shape HR strategy at the organizational level. By the end, participants will apply proven strategic HR frameworks within their own organizations.

Advanced Professional Certificate in Strategic Human Resource Management Course Objectives

- Apply strategic HR frameworks to align people practices with business goals
- Use workforce planning models to forecast future talent needs
- Design organizational structures that support strategic priorities
- Apply the balanced scorecard approach to measure HR performance
- Build talent management strategies that support competitive advantage
- Lead organizational culture initiatives aligned with business strategy
- Apply the Kotter change model to guide strategic HR transformation
- Use HR metrics and analytics to inform strategic decisions
- Develop succession planning strategies for critical roles
- Present a strategic HR management plan to senior leadership



Course Methodology

- Interactive lectures covering strategic HR theory and frameworks
- Case study analysis of organizations with mature strategic HR practices
- Hands-on workshops applying workforce planning and scorecard tools
- Group exercises designing organizational structures and culture initiatives
- Practical templates for succession planning and HR strategy documents
- Peer feedback sessions on strategic HR management plans

Who Should Take This Course

- HR directors and senior HR managers
- Strategic HR business partners and consultants
- Talent management and organizational development leaders
- C-suite executives overseeing workforce strategy
- HR professionals preparing for strategic leadership roles
- Consultants advising on organizational and HR strategy

Advanced Professional Certificate in Strategic Human Resource Management Course Outlines

Day 1: Foundations of Strategic HR Management

- Define strategic HR management and its organizational value
- Explore the link between HR strategy and business strategy
- Introduce frameworks for aligning HR with organizational goals
- Identify strategic HR competencies for senior professionals

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- Review global trends shaping strategic HR practices
- Assess organizational readiness for strategic HR transformation
- Examine case studies of successful strategic HR alignment

Day 2: Workforce Planning and Organizational Design

- Apply workforce planning models to forecast talent needs
- Design organizational structures that support strategic priorities
- Align job architecture with long-term business objectives
- Identify critical roles requiring succession planning
- Build workforce scenarios to anticipate future skill gaps
- Assess organizational design options for agility and growth
- Review case studies of effective organizational design

Day 3: Talent Strategy and Competitive Advantage

- Build talent management strategies that support business goals
- Align talent acquisition with long-term workforce planning
- Design career development pathways for high-potential employees
- Apply succession planning strategies for critical leadership roles
- Assess talent risks affecting organizational performance
- Integrate diversity and inclusion into talent strategy
- Evaluate the impact of talent strategy on competitive advantage

Day 4: HR Metrics, Analytics, and Governance

- Apply the balanced scorecard approach to measure HR performance
- Use HR metrics and analytics to inform strategic decisions



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- Build dashboards to monitor strategic HR initiatives
- Apply governance frameworks to strategic HR decision-making
- Assess the return on investment of HR strategic initiatives
- Interpret workforce data to support leadership discussions
- Review case studies of data-driven HR strategy decisions

Day 5: Leading Strategic HR Change

- Apply the Kotter change model to guide HR transformation
- Lead organizational culture initiatives aligned with strategy
- Build communication plans for strategic HR change
- Address resistance during strategic HR transformation
- Develop an implementation roadmap for HR strategy execution
- Present a strategic HR management plan to senior leadership
- Summarize key takeaways and next steps

Conclusion

By successfully completing the Advanced Professional Certificate in Strategic Human Resource Management, participants will gain practical knowledge of workforce planning, organizational design, and talent strategy. They will also acquire the skills to apply HR metrics and governance frameworks that strengthen strategic decision-making. Furthermore, participants will understand how to lead HR transformation using proven change management approaches. Gentex Training Center's Advanced Professional Certificate in Strategic Human Resource Management Training Course prepares HR leaders to shape people strategy that drives organizational success.





FAQs

Q1 What is the "Advanced Professional Certificate in Strategic Human Resource Management" course about?

This course explains how HR leaders align people strategy with business goals through workforce planning, organizational design, and talent management. It focuses on frameworks that connect HR decisions to long-term organizational performance and competitive advantage.

Q2 What are the key benefits of the "Advanced Professional Certificate in Strategic Human Resource Management" course?

Participants gain the ability to design strategic workforce plans, build effective talent strategies, and use HR metrics to guide decisions. The course also strengthens change leadership skills, helping HR leaders drive successful organizational transformation.

Q3 What skills will I gain from the "Advanced Professional Certificate in Strategic Human Resource Management" course?

Learners develop skills in strategic workforce planning, organizational design, talent strategy development, and HR analytics interpretation. These four core skills allow HR leaders to align people practices with long-term business objectives effectively.



Q4 What tools, methods, or standards are covered in the "Advanced Professional Certificate in Strategic Human Resource Management" course?

The course covers the balanced scorecard approach, the Kotter change model, workforce planning frameworks, and succession planning templates. Participants also explore HR analytics dashboards and organizational design methods used in strategic HR practice.

Q5 How is the "Advanced Professional Certificate in Strategic Human Resource Management" course applied in real-world practice?

Participants apply course concepts by building workforce plans, designing organizational structures, and drafting strategic HR management plans. These exercises prepare learners to lead real strategic initiatives and present proposals to senior leadership within their organizations.