

WORKSHOP OF STRATEGIC HR LEADER: STEERING TRANSFORMATION & CULTURE

London - UK

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\$6,000



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TRAINING CENTER



Introduction

Workshop of Strategic HR Leader: Steering Transformation & Culture Training Course prepares senior HR professionals to lead change rather than follow it. Participants learn how to align people strategy with business goals, shape organizational culture, and steer transformation programs with confidence. The program combines strategic frameworks with practical work on culture diagnosis, talent planning, and change leadership. As a result, learners leave able to influence executive decisions and build a workforce ready for change. Furthermore, the workshop strengthens the credibility, influence, and analytical skills that strategic HR leaders need.

Workshop of Strategic HR Leader: Steering Transformation & Culture Course Objectives

- Align HR strategy with business strategy using the HR Business Partner (HRBP) model.
- Apply the Ulrich HR model and its strategic roles to organizational design.
- Diagnose culture using the Competing Values Framework and culture audits.
- Design culture change programs with the ADKAR model and Kotter's eight steps.
- Build strategic workforce plans using talent mapping and succession planning.
- Use competency frameworks and job architecture for capability building.
- Apply HR analytics with workforce metrics, KPIs, and dashboards.
- Manage organizational design, restructuring, and change governance.
- Strengthen employee engagement using the Gallup Q12 framework.
- Present HR strategy credibly to boards and executive committees.

Course Methodology

- Interactive workshop sessions built around live HR challenges.

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- Culture diagnosis exercises using the Competing Values Framework.
- Group work on workforce planning, succession, and talent mapping.
- Hands-on practice with HR analytics, dashboards, and engagement surveys.
- Simulation exercises on leading transformation and managing resistance.
- Coaching, peer feedback, and case review throughout the workshop.

Who Should Take This Course

- HR directors, heads of HR, and senior HR managers.
- HR business partners supporting executive and business units.
- Talent, learning, and organizational development leaders.
- Change and transformation leads working on culture programs.
- People analytics and HR planning specialists.
- Consultants advising organizations on HR strategy and culture.

Workshop of Strategic HR Leader: Steering Transformation & Culture Course Outlines

Day 1: The Strategic HR Leader and Business Alignment

- The shift from administrative HR to strategic HR leadership.
- The Ulrich HR model and the HR Business Partner (HRBP) role.
- Reading business strategy and translating it into people priorities.
- HR operating models and shared service design.
- Building credibility and influence with executives.



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- HR governance, ethics, and professional standards.
- Case study: aligning people strategy with a business turnaround.

Day 2: Culture Diagnosis and Organizational Behaviour

- What organizational culture is and how it drives performance.
- Culture diagnosis with the Competing Values Framework.
- Culture audits, focus groups, and survey design.
- Values, behaviours, and the gap between stated and lived culture.
- Psychological safety, trust, and team dynamics.
- Identifying subcultures and cultural risk areas.
- Workshop: diagnosing culture in a transforming organization.

Day 3: Talent Strategy and Workforce Planning

- Strategic workforce planning and demand-supply analysis.
- Talent mapping, talent pools, and critical role identification.
- Succession planning and leadership pipeline development.
- Competency frameworks and job architecture design.
- Recruitment, employer branding, and EVP strategy.
- Learning and development strategy for future skills.
- Exercise: building a strategic workforce plan.

Day 4: Leading Transformation and Change

- Change models: ADKAR, Kotter's eight steps, and Lewin's model.
- Designing transformation roadmaps and change governance.
- Managing resistance, communication, and stakeholder alignment.



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- Restructuring, role design, and redeployment planning.
- Employee engagement with the Gallup Q12 framework.
- Wellbeing, retention, and culture during disruption.
- Simulation: leading HR through a major transformation.

Day 5: HR Analytics, Measurement, and Executive Influence

- HR analytics foundations and data quality.
- Workforce metrics, KPIs, and HR dashboards.
- Linking HR measures to business outcomes.
- Storytelling with data for executive audiences.
- Presenting HR strategy to boards and committees.
- Building the HR function's long-term capability.
- Capstone: presenting a strategic HR transformation plan.

Conclusion

By successfully completing Workshop of Strategic HR Leader: Steering Transformation & Culture, participants will gain a practical command of strategic HR leadership, culture diagnosis, and transformation delivery. They will acquire skills in workforce planning, change management, HR analytics, and executive influence. Gentex Training Center designs the workshop to help HR professionals lead culture and transformation with confidence and measurable impact.

FAQs





Q1 What is the "Workshop of Strategic HR Leader: Steering Transformation & Culture" course about?

It focuses on the strategic side of HR leadership aligning people strategy with business goals, diagnosing and reshaping culture, and steering transformation programs. The workshop keeps the work practical, using live challenges, culture diagnostics, and change planning.

Q2 What are the key benefits of the "Workshop of Strategic HR Leader: Steering Transformation & Culture" course?

You gain a stronger seat at the executive table and a repeatable method for leading change. The workshop sharpens your influence, improves how you measure people outcomes, and helps you build a culture that supports the business strategy instead of resisting it.

Q3 What skills will I gain from the "Workshop of Strategic HR Leader: Steering Transformation & Culture" course?

You will develop four core skills: strategic HR and business alignment, organizational culture diagnosis and change, talent strategy and workforce planning, and HR analytics with executive influence.



Q4 What tools, methods, or standards are covered in the "Workshop of Strategic HR Leader: Steering Transformation & Culture" course?

The workshop covers the Ulrich HR model, the HR Business Partner (HRBP) model, the Competing Values Framework, culture audits, the ADKAR model, Kotter's eight steps, Lewin's change model, competency frameworks, talent mapping, succession planning, the Gallup Q12 framework, and HR analytics dashboards with workforce KPIs.

Q5 How is the "Workshop of Strategic HR Leader: Steering Transformation & Culture" course applied in real-world practice?

Participants apply it to real assignments such as diagnosing culture during a merger, building a succession plan for critical roles, and preparing an HR transformation roadmap for the executive committee. The same methods support restructuring, engagement improvement, and workforce planning cycles.