

HUMAN RESOURCES | COURSE BROCHURE

HR Consulting Skills for HR Professionals

5 days | Classroom training | English

SMART HORIZON

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Course content

Why attend

HR professionals are increasingly expected to act as internal consultants who diagnose business problems and propose solutions. This course develops consulting skills for HR: contracting with clients, diagnosing organisational issues, using data and interviews, designing interventions, influencing stakeholders and evaluating results.

HR adds most value when it solves business problems rather than processing transactions. You will learn the consulting approach that earns a seat at the table.

Professional Problems This Course Is Designed to Solve

• Difficulty translating subject knowledge into practical workplace decisions.
• Inconsistent approaches to the activities covered in the course outline.
• Lack of a structured plan for applying and reviewing new skills.

Course methodology

Consulting cycle simulations, diagnostic exercises, client role plays and case studies.

Course objectives

By the end of this course, participants will be able to:
• Apply the internal consulting cycle
• Contract clearly with business clients
• Diagnose people and organisational problems
• Design evidence-based interventions
• Influence and handle resistance
• Evaluate intervention results

Target audience

This course is suitable for:
• HR business partners
• HR managers
• OD and talent professionals
• Learning and development consultants
• HR generalists



Course content

Target competencies

Participants will develop competencies in:

- Consulting
- Diagnosis
- Influence
- Intervention design
- Evaluation

Course outline

Day 1: HR as Consultant

09:00–10:08	Consulting roles
10:08–11:00	Consulting cycle
11:00–11:30	**Coffee break**
11:30–11:45	Consulting cycle (continued)
11:45–12:53	Business partnering
12:53–14:00	Exercise

Day 2: Contracting

09:00–10:08	Understanding the request
10:08–11:00	Agreeing scope
11:00–11:30	**Coffee break**
11:30–11:45	Agreeing scope (continued)
11:45–12:53	Expectations
12:53–14:00	Role play

Day 3: Diagnosis

09:00–10:08	Data and interviews
10:08–11:00	Root causes
11:00–11:30	**Coffee break**



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11:30–11:45	Root causes (continued)
11:45–12:53	Feedback to client
12:53–14:00	Workshop

Day 4: Interventions

09:00–10:08	Designing solutions
10:08–11:00	Implementation
11:00–11:30	**Coffee break**
11:30–11:45	Implementation (continued)
11:45–12:53	Resistance
12:53–14:00	Case study

Day 5: Evaluation

09:00–10:08	Measuring impact
10:08–11:00	Closing engagements
11:00–11:30	**Coffee break**
11:30–11:45	Closing engagements (continued)
11:45–12:53	Building credibility
12:53–14:00	Action plan

The timings provided are estimates and may vary depending on the number of participants and the discussions taking place during the sessions. They are indicative only and do not constitute a binding commitment.



Course content

Dates, venues and fees

Current published course plans. Fees are per participant in GBP, excluding unconfirmed taxes.

Venue	Start date	End date	Fee (GBP)
Amsterdam Confirmed dates	16 Nov 2026	20 Nov 2026	**£2,540.–**
Online Confirmed dates	16 Nov 2026	20 Nov 2026	**£1,250.–**
Rome Confirmed dates	30 Nov 2026	4 Dec 2026	**£2,450.–**
Online Confirmed dates	30 Nov 2026	4 Dec 2026	**£1,250.–**
Cape Town Confirmed dates	4 Jan 2027	8 Jan 2027	**£1,890.–**
Online Confirmed dates	4 Jan 2027	8 Jan 2027	**£1,250.–**
Kuala Lumpur Confirmed dates	25 Jan 2027	29 Jan 2027	**£1,450.–**
Online Confirmed dates	25 Jan 2027	29 Jan 2027	**£1,250.–**
Rome Confirmed dates	15 Feb 2027	19 Feb 2027	**£2,450.–**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (GBP)
Online Confirmed dates	15 Feb 2027	19 Feb 2027	**£1,250.–**
Cape Town Confirmed dates	8 Mar 2027	12 Mar 2027	**£1,890.–**
Online Confirmed dates	8 Mar 2027	12 Mar 2027	**£1,250.–**
Dubai Confirmed dates	22 Mar 2027	26 Mar 2027	**£3,150.–**
Online Confirmed dates	22 Mar 2027	26 Mar 2027	**£1,250.–**
London Confirmed dates	12 Apr 2027	16 Apr 2027	**£2,450.–**
Online Confirmed dates	12 Apr 2027	16 Apr 2027	**£1,250.–**
Vienna Confirmed dates	3 May 2027	7 May 2027	**£2,940.–**
Online Confirmed dates	3 May 2027	7 May 2027	**£1,250.–**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (GBP)
Rome Confirmed dates	24 May 2027	28 May 2027	**£2,450.-**
Online Confirmed dates	24 May 2027	28 May 2027	**£1,250.-**
Paris Confirmed dates	14 Jun 2027	18 Jun 2027	**£2,860.-**
Online Confirmed dates	14 Jun 2027	18 Jun 2027	**£1,250.-**
London Confirmed dates	28 Jun 2027	2 Jul 2027	**£2,450.-**
Online Confirmed dates	28 Jun 2027	2 Jul 2027	**£1,250.-**
Barcelona Confirmed dates	19 Jul 2027	23 Jul 2027	**£2,840.-**
Online Confirmed dates	19 Jul 2027	23 Jul 2027	**£1,250.-**
Dubai Confirmed dates	9 Aug 2027	13 Aug 2027	**£3,150.-**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (GBP)
Online Confirmed dates	9 Aug 2027	13 Aug 2027	**£1,250.-**
Vienna Confirmed dates	30 Aug 2027	3 Sept 2027	**£2,940.-**
Online Confirmed dates	30 Aug 2027	3 Sept 2027	**£1,250.-**
Frankfurt Confirmed dates	20 Sept 2027	24 Sept 2027	**£2,650.-**
Online Confirmed dates	20 Sept 2027	24 Sept 2027	**£1,250.-**
Barcelona Confirmed dates	4 Oct 2027	8 Oct 2027	**£2,840.-**
Online Confirmed dates	4 Oct 2027	8 Oct 2027	**£1,250.-**
Istanbul Confirmed dates	25 Oct 2027	29 Oct 2027	**£2,650.-**
Online Confirmed dates	25 Oct 2027	29 Oct 2027	**£1,250.-**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (GBP)
Cape Town Confirmed dates	15 Nov 2027	19 Nov 2027	**£1,890.-**
Online Confirmed dates	15 Nov 2027	19 Nov 2027	**£1,250.-**
Dubai Confirmed dates	6 Dec 2027	10 Dec 2027	**£3,150.-**
Online Confirmed dates	6 Dec 2027	10 Dec 2027	**£1,250.-**

Plan your next step

Dates, availability, exact venue, taxes, inclusions and payment terms require written confirmation. This brochure is not a quotation, registration, booking confirmation or visa invitation. Participants receive a Smart Horizon UK certificate of attendance; programmes are not externally accredited and do not award a professional qualification or designation. Confirm arrangements before booking travel.

For group or in-house training, contact our learning team to discuss your objectives and delivery arrangements.

Contact Smart Horizon

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View the latest course details online