

HUMAN RESOURCES | COURSE BROCHURE

Strategic HR for Executives

5 days | Classroom training | English

SMART HORIZON

info@smarthorizon.uk
2 Kingdom Street, Paddington
London W2 6BD, United Kingdom

Explore current programmes

https://smarthorizon.uk



Course content

Why attend

People are central to every strategy, yet HR is often treated as an administrative function. This course helps executives and senior HR leaders align people strategy with business strategy: workforce capability, culture, leadership, organisation design, reward and HR operating models that support growth and transformation.

Strategies fail without the right people and culture. You will learn to make people strategy a driver of business performance.

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

Executive case studies, strategy alignment workshops, HR operating model exercises and peer discussion.

Course objectives

By the end of this course, participants will be able to:
• Link people strategy to business strategy
• Identify critical workforce capabilities
• Shape culture and leadership priorities
• Design effective HR operating models
• Use people data for strategic decisions
• Lead HR transformation

Target audience

This course is suitable for:
• HR directors and CHROs
• Senior executives
• General managers
• HR business partner leaders
• Board members



Course content

Target competencies

Participants will develop competencies in:

- Strategic alignment
- Capability planning
- Culture leadership
- Operating model design
- People analytics

Course outline

Day 1: People and Strategy

09:00–10:08	HR's strategic role
10:08–11:00	Strategy-to-people linkage
11:00–11:30	**Coffee break**
11:30–11:45	Strategy-to-people linkage (continued)
11:45–12:53	Case study
12:53–14:00	Exercise

Day 2: Capabilities and Workforce

09:00–10:08	Critical capabilities
10:08–11:00	Build, buy, borrow
11:00–11:30	**Coffee break**
11:30–11:45	Build, buy, borrow (continued)
11:45–12:53	Workforce scenarios
12:53–14:00	Workshop

Day 3: Culture and Leadership

09:00–10:08	Culture diagnosis
10:08–11:00	Leadership pipeline
11:00–11:30	**Coffee break**



Course content

11:30–11:45	Leadership pipeline (continued)
11:45–12:53	Change
12:53–14:00	Exercise

Day 4: HR Operating Model

09:00–10:08	Business partners, centres of expertise and services
10:08–11:00	Technology
11:00–11:30	**Coffee break**
11:30–11:45	Technology (continued)
11:45–12:53	Cost
12:53–14:00	Case study

Day 5: Leading HR Transformation

09:00–10:08	Priorities
10:08–11:00	Metrics
11:00–11:30	**Coffee break**
11:30–11:45	Metrics (continued)
11:45–12:53	Stakeholders
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)
Istanbul Confirmed dates	9 Nov 2026	13 Nov 2026	**£2,650.–**
Online Confirmed dates	9 Nov 2026	13 Nov 2026	**£1,250.–**
Cape Town Confirmed dates	30 Nov 2026	4 Dec 2026	**£1,890.–**
Online Confirmed dates	30 Nov 2026	4 Dec 2026	**£1,250.–**
Paris Confirmed dates	14 Dec 2026	18 Dec 2026	**£2,860.–**
Online Confirmed dates	14 Dec 2026	18 Dec 2026	**£1,250.–**
Amsterdam Confirmed dates	18 Jan 2027	22 Jan 2027	**£2,540.–**
Online Confirmed dates	18 Jan 2027	22 Jan 2027	**£1,250.–**
London Confirmed dates	8 Feb 2027	12 Feb 2027	**£2,450.–**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (GBP)
Online Confirmed dates	8 Feb 2027	12 Feb 2027	**£1,250.–**
Cape Town Confirmed dates	1 Mar 2027	5 Mar 2027	**£1,890.–**
Online Confirmed dates	1 Mar 2027	5 Mar 2027	**£1,250.–**
Frankfurt Confirmed dates	22 Mar 2027	26 Mar 2027	**£2,650.–**
Online Confirmed dates	22 Mar 2027	26 Mar 2027	**£1,250.–**
Rome Confirmed dates	5 Apr 2027	9 Apr 2027	**£2,450.–**
Online Confirmed dates	5 Apr 2027	9 Apr 2027	**£1,250.–**
Barcelona Confirmed dates	26 Apr 2027	30 Apr 2027	**£2,840.–**
Online Confirmed dates	26 Apr 2027	30 Apr 2027	**£1,250.–**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (GBP)
Rome Confirmed dates	17 May 2027	21 May 2027	**£2,450.-**
Online Confirmed dates	17 May 2027	21 May 2027	**£1,250.-**
Dubai Confirmed dates	7 Jun 2027	11 Jun 2027	**£3,150.-**
Online Confirmed dates	7 Jun 2027	11 Jun 2027	**£1,250.-**
Rome Confirmed dates	28 Jun 2027	2 Jul 2027	**£2,450.-**
Online Confirmed dates	28 Jun 2027	2 Jul 2027	**£1,250.-**
Dubai Confirmed dates	12 Jul 2027	16 Jul 2027	**£3,150.-**
Online Confirmed dates	12 Jul 2027	16 Jul 2027	**£1,250.-**
London Confirmed dates	2 Aug 2027	6 Aug 2027	**£2,450.-**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (GBP)
Online Confirmed dates	2 Aug 2027	6 Aug 2027	**£1,250.-**
Vienna Confirmed dates	23 Aug 2027	27 Aug 2027	**£2,940.-**
Online Confirmed dates	23 Aug 2027	27 Aug 2027	**£1,250.-**
Cape Town Confirmed dates	13 Sept 2027	17 Sept 2027	**£1,890.-**
Online Confirmed dates	13 Sept 2027	17 Sept 2027	**£1,250.-**
Kuala Lumpur Confirmed dates	4 Oct 2027	8 Oct 2027	**£1,450.-**
Online Confirmed dates	4 Oct 2027	8 Oct 2027	**£1,250.-**
Vienna Confirmed dates	18 Oct 2027	22 Oct 2027	**£2,940.-**
Online Confirmed dates	18 Oct 2027	22 Oct 2027	**£1,250.-**



Course content

Dates, venues and fees (continued)

Venue	Start date	End date	Fee (GBP)
Dubai Confirmed dates	8 Nov 2027	12 Nov 2027	**£3,150.-**
Online Confirmed dates	8 Nov 2027	12 Nov 2027	**£1,250.-**
Barcelona Confirmed dates	29 Nov 2027	3 Dec 2027	**£2,840.-**
Online Confirmed dates	29 Nov 2027	3 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

info@smarthorizon.uk
2 Kingdom Street, Paddington
London W2 6BD, United Kingdom

View the latest course details online