



London TDM

# Finance and Accounting

**Course Venue:** United Arab Emirates - Dubai

**Course Date:** From 10 May 2026 To 14 May 2026

**Course Place:** Downtown Dubai

**Course Fees:** 5,000 USD

## Introduction

Welcome to the "Strategic Human Resource Management for Modern Organizations" course. This five-day intensive program is designed to equip HR professionals with advanced skills and knowledge necessary to align human resource strategies with organizational goals. Participants will explore contemporary HR challenges, strategic planning processes, and the integration of technology and analytics to drive organizational success.

### Objectives

- Understand the role of strategic HR management in modern organizations.
- Learn to develop HR strategies that support organizational objectives.
- Explore the use of technology and analytics in HR decision-making.
- Enhance skills in managing workforce diversity and inclusion.
- Prepare for future trends and challenges in human resource management.

## Course Outlines

### Day 1: Introduction to Strategic HR Management

- Understanding the strategic role of HR in organizations.
- Evolution of HR from traditional to strategic roles.
- Key components of a strategic HR management plan.
- Aligning HR strategies with business objectives.
- Case studies on successful HR strategies.

### Day 2: Strategic Workforce Planning

- Identifying and analyzing workforce needs.
- Talent acquisition strategies for competitive advantage.
- Developing succession planning and leadership pipelines.
- Leveraging internal mobility and skills development.
- Utilizing workforce analytics for strategic planning.

### Day 3: Leveraging Technology in HR

- Introduction to HR technology trends.
- Implementing HR information systems and automation.
- Utilizing data analytics for informed decision-making.
- Exploring AI and machine learning in HR functions.
- Ensuring data privacy and cybersecurity in HR systems.

### Day 4: Diversity, Equity, and Inclusion (DEI) Strategies

- Understanding the importance of DEI in modern workplaces.
- Developing inclusive recruitment and retention strategies.
- Training and development programs to promote equity.
- Measuring and analyzing DEI initiatives and outcomes.
- Overcoming common challenges in implementing DEI programs.

## **Day 5: Future Trends and Challenges in Strategic HRM**

- Identifying emerging trends in HR and workforce management.
- Navigating the challenges of a remote and hybrid workforce.
- Preparing for demographic shifts and multi-generational teams.
- Building resilience and adaptability in HR practices.
- Strategizing for organizational change and transformation.