

Training package Axes

Training package Name	Certified Human Resources Strategist
Training package Name (Arabic)	مدرب استراتيجي الموارد البشرية المعتمد
Type of package	Training Course
Training package Organizer	HIT. MENA
Training hours	80 Hours
جهة الاعتماد الدولية	OAB-UK

Training goals

1. Enhance participants' understanding of the strategic role of HR and its alignment with organizational goals.
2. Develop skills in analyzing internal and external environments and identifying performance gaps.
3. Enable participants to design and update workforce plans using a structured approach.
4. Strengthen capabilities in building and optimizing organizational structures.
5. Improve skills in drafting policies, governance frameworks, and applying modern HR practices.
6. Develop the ability to use data and performance indicators for strategic decision-making.
7. Support participants in translating HR initiatives into actionable and measurable projects.

Target groups

1. HR professionals seeking to advance into strategic roles.
2. HR Officers and Specialists aiming to strengthen their strategic capabilities.
3. Team leaders and department supervisors involved in people management.
4. Organizational development and performance management practitioners.
5. Workforce planning and HR analytics professionals.
6. Managers transitioning from operational HR to strategic HR partnership.



Course Introduction

This program is designed to equip HR professionals with the strategic mindset and tools needed to elevate the role of Human Resources within any organization. Throughout the course, participants will explore how HR functions can directly contribute to organizational success by aligning people strategies with business objectives. The training provides a comprehensive understanding of workforce planning, organizational design, HR analytics, policy development, and performance management frameworks. By integrating global best practices with practical applications, the course enables participants to shift from operational HR tasks to a strategic partnership role.

By the end of the program, participants will be capable of designing measurable HR initiatives, driving organizational performance, and supporting long-term business sustainability.

This training package has achieved the international accreditation standards of OAB-UK

ICSN: 3166032512776881

Training package Axes

Axes	Course topics	Hours
Lesson 1	HR Strategic Foundations	16
Topic 1	Understanding the evolution of HR from operational to strategic roles.	
Topic 2	HR's contribution to achieving organizational goals and business results	
Topic 3	Strategic thinking and its application in HR functions.	
Topic 4	Analyzing internal and external organizational environments.	
Topic 5	Identifying HR strategic opportunities and risks.	
Topic 6	Building HR strategic plans aligned with corporate strategy.	
Topic 7	Case studies on successful HR strategic transformations.	
Lesson 2	Workforce Planning & Organizational Design	18
Topic 1	Principles and steps of workforce planning	
Topic 2	Demand and supply forecasting models.	
Topic 3	Skills gap analysis and future workforce requirements.	
Topic 4	Designing effective organizational structures.	
Topic 5	Role mapping and job family frameworks.	
Topic 6	Succession planning and talent pipelines.	
Topic 7	Practical workshop: building a workforce plan	
Lesson 3	HR Policies, Governance & Compliance	15
Topic 1	Foundations of HR governance in modern organizations.	
Topic 2	Developing and updating HR policies and procedures.	
Topic 3	Legal and regulatory compliance in HR operations.	
Topic 4	Designing employee relations frameworks.	
Topic 5	Risk management in HR practices.	
Topic 6	Internal controls and audit readiness.	
Topic 7	Applied case: building a governance and policy framework.	
Lesson 4	Performance Management & HR Analytics	16
Topic 1	Designing performance management systems.	
Topic 2	Developing KPIs, OKRs, and competency-based evaluations.	
Topic 3	Conducting fair and objective performance reviews.	
Topic 4	Linking performance to rewards, promotions, and development plans.	
Topic 5	Introduction to HR analytics and data interpretation.	
Topic 6	Using dashboards and metrics for decision-making.	
Topic 7	Practical exercise: building a performance and analytics model.	
Lesson 5	Change Management & HR Strategic Execution	15
Topic 1	Principles of organizational change and transformation.	
Topic 2	HR's role in leading and sustaining change.	
Topic 3	Communication strategies during HR transformation.	

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Topic 4	Managing resistance and ensuring stakeholder engagement.	
Topic 5	Translating HR strategies into actionable projects.	
Topic 6	Monitoring and evaluating the impact of HR initiatives.	
Topic 7	Capstone project: designing a full HR strategic roadmap	
Total hours		80

OAB-UK Authority Director



IOA Regional Director



Package Organiser



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