



LEADERSHIP AND MANAGEMENT DEVELOPMENT

Strategic Human Resource Management

3 day course

Classroom, online or in-house

Course overview

Human resources is asked to be strategic while being measured on administration, and the route out is not a better job title but being able to connect people decisions to results the executive already cares about. This course builds that connection. Delegates work through translating business strategy into workforce implications, the capability the organisation will need and the gap against what it has. Workforce planning and organisational design follow. Reward strategy and its behavioural effects are covered. The employee value proposition and what actually retains people in this market are addressed honestly, including where pay is not the lever. Culture and its relationship to performance are covered. Measurement is treated seriously, since a strategic claim needs evidence. The course closes on the human resources operating model and on earning a seat by being useful in decisions.

What you will learn

- Translate business strategy into workforce implications
- Identify required capability and the gap against what exists
- Plan the workforce and design the organisation to match
- Set reward strategy and anticipate its behavioural effects
- Build an employee value proposition suited to this market
- Connect culture to performance with evidence
- Design a human resources operating model that supports decisions

Who should attend

- Heads of human resources and HR directors
- Senior HR business partners
- Organisational development managers
- Executive team members responsible for people strategy
- HR managers preparing for strategic leadership roles

Course outline

- 01 Asked to be strategic, measured on administration
- 02 Business strategy into workforce implications
- 03 Capability required and the gap
- 04 Workforce planning and organisational design
- 05 Reward strategy and behaviour
- 06 Employee value proposition and retention
- 07 Culture and performance
- 08 Measurement and the operating model

Upcoming dates

Dates	Venue	Format	Fee per delegate
2 to 4 November 2026	Gaborone, Botswana	Classroom	R14,950
25 to 27 November 2026	Online	Online	R6,500
3 to 5 March 2027	Mbabane, Eswatini	Classroom	R14,950



Fees and how to register

This 3 day course is **R6,500** per delegate online, **R14,950** in the classroom in South Africa, Botswana, Namibia, Lesotho and Eswatini, and **USD 995** in the classroom elsewhere in Africa. In-house training is quotation on request. Book 2 or more delegates on this course and save 10%.

To register or request an in-house proposal, visit www.afrisciencegroup.com, email info@afriscience.co.za, or WhatsApp us on **+27 63 479 1136**.

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