MAGNA SKILLS DEVELOPMENT INSTITUTE

Capacity Building • Professional Training • Organisational Development

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Course Profile Document

Human Resources Management

Strategic Human Resource Management

Prepared as a professional course profile for delegate review, sponsorship approval and organisational training planning.

COURSE CODE	DELIVERY	DURATION	PREPARED FOR
MSD2567	**Online / Face-to-Face**	**Flexible**	**Organisation Approval**

Register for this Course

View Online Course Page

Course Overview

The Strategic Human Resource Management course offered by Magna Skills is designed to equip HR professionals, business leaders, and aspiring managers with the knowledge and skills needed to align human resource practices with organizational goals. Participants will explore strategic HRM concepts, methodologies, and best practices to enhance their ability to contribute to overall business success.

The course combines theoretical insights with practical applications, fostering a holistic understanding of how human resources can be leveraged strategically to drive organizational excellence.

Course Outcomes

- Understand the strategic role of Human Resource Management in organizational success.
- Develop skills to align HR practices with business objectives.
- Learn to analyze and respond to external and internal factors affecting HR strategy.
- Explore methods for attracting, developing, and retaining top talent.
- Enhance decision-making abilities through strategic workforce planning.
- Gain insights into the integration of technology in HR processes for increased efficiency.
- Foster a strategic mindset for addressing HR challenges and opportunities.
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Course Outline / Curriculum

Module 1: Introduction to Strategic Human Resource Management

- Understanding the strategic importance of HR
- Historical perspective and evolution of HRM
- Role of HR in organizational success

Module 2: Environmental Analysis and HR Strategy

- Conducting a PESTEL analysis for HR
- Adapting HR strategy to external factors
- Navigating internal dynamics and organizational culture

Module 3: Talent Acquisition and Retention Strategies

- Effective recruitment and onboarding processes
- Employee retention and engagement strategies
- Succession planning for long-term organizational sustainability

Module 4: Strategic Workforce Planning

- Forecasting future talent needs
- Addressing skills gaps and identifying training opportunities
- Flexibility in workforce planning for business agility

Module 5: Technology Integration in HR

- Leveraging HRIS (Human Resource Information Systems)
- Benefits and challenges of HR technology adoption
- Enhancing efficiency through automation in HR processes

Module 6: Performance Management and Employee Development

- Designing effective performance appraisal systems
- Continuous feedback and coaching for employee development
- Creating a culture of learning and growth

Module 7: HR Metrics and Measurement

- Key performance indicators (KPIs) for HR
- Analyzing HR data for decision-making
- Monitoring and evaluating the effectiveness of HR strategies

Module 8: Ethical and Legal Considerations in HR

- Ethical decision-making in HR
- Legal compliance and risk management
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Balancing organizational and employee interests

Target Audience

Strategic Human Resource Management Programme

Key Course Benefits

Work-Ready Skills

Delegates leave with practical tools, templates and methods they can apply immediately at work.

Better Institutional Results

The programme supports stronger planning, reporting, compliance, accountability and service delivery.

Sponsor-Friendly

This document is designed to help supervisors, HR units and sponsors approve delegate participation quickly.

Professional Recognition

Delegates receive training documentation and a certificate of completion after successful participation.

Our Training Centres & Delivery Options

Magna Skills offers flexible delivery through face-to-face training centres across Africa and beyond, plus Online / E-Learning for delegates who prefer remote participation.

Southern Africa

Practical training destinations with strong travel access and delegate support.

- Pretoria, South Africa
- Vic Falls, Zimbabwe
- Livingstone, Zambia

East Africa

Popular regional centres for government, NGO and donor-funded project teams.

- Kigali, Rwanda
- Kampala, Uganda
- Nairob
- Zanzibar, Tanzania

West Africa & Islands

Strategic locations for regional networking and executive capacity building.

- Accra, Ghana
- Port Louis, Mauritius

International Executive Venue

Premium destination training for senior teams and international delegates.

- Dubai, United Arab Emirates

Online / E-Learning

Attend from anywhere through live online, blended or self-paced learning options.

- Online, E-Learning
- Remote Teams
- Flexib

Organisation-Based Training

Magna Skills can also arrange dedicated in-house training for ministries, NGOs and companies.

- Onsite
- Custom Dates
- Group Training

Ready to Nominate Delegates?

Use the links below to register, review the live course page or contact Magna Skills for organisation-based training support.

Register / Apply Online | **View Full Course Page**

About Magna Skills

Magna Skills Development Institute provides practical capacity building programmes for government departments, NGOs, public institutions, donor-funded projects and private sector professionals across Africa. Our training approach combines expert facilitation, real workplace case studies, practical tools, post-training support and professional documentation that helps organisations strengthen staff performance and service delivery.

Government Training | NGO Capacity Building | Corporate Workshops | Online Learning | Face-to-Face Training | Certifica

Approval & Authorisation Form

This section may be completed by the organisation, department, HR office, finance office or sponsor approving delegate participation. It can be attached to an internal memo, procurement request or training approval submission.

Organisation / Department	
Delegate Name(s)	
Approved Course	Strategic Human Resource Management
Preferred Delivery Mode	☐ Online ☐ Face-to-Face ☐ Organisation-Based Training
Preferred Training Venue /Date	
Estimated Number ofDelegates	
Budget / Vote Number	
Contact Person	
Email / Mobile	

Authorised Name	Signature / Stamp	Date