



HR Strategy Excellence

Course Venue: UK - London

Course Date: From 16/02/2026 To 20/02/2026

Course Fees: 4950 GBP

Course Overview

This immersive HR Strategy Excellence course provides a strategic-to-operational perspective on performance within organizations. Through interactive sessions and expert-led discussions, participants will explore modern approaches to performance, engagement, and culture — all critical for organizational success.

You will journey from high-level strategic HR thinking down to actionable individual-level interventions, building a robust understanding of how to drive sustainable performance across your organization.

Learning Objectives

By the end of the course, participants will be able to:

- Design and align performance management strategies with business goals
- Identify and address common challenges in employee performance.
- Understand and apply the full performance and engagement cycle.
- Integrate effective recruitment, selection, induction, and disciplinary practices.
- Leverage organizational culture and emotional intelligence to drive results.
- Build competency frameworks and implement coaching cultures.
- Examine motivational drivers, including reward systems and non-monetary factors.
- Create practical, customized action plans for immediate workplace application.

Course Agenda

Day One

Performance Management Foundations

- Performance Management Strategy
- Common Challenges with Performance Management
- The Performance Cycle
- Effective Ways to Improve Performance
- The Employee Engagement Cycle

Day Two

Recruitment, Induction, and Culture

- Recruitment and Selection Best Practices
- Building Effective Induction Programs
- Managing Discipline and Grievance
- Shaping Organizational Culture and Driving Change

Day Three

Capability and Coaching

- Understanding the Competency Concept
- Developing a Coaching Culture in HR
- Emotional Intelligence in Performance Management
- Reward and its Strategic Impact on Performance

Day Four

Motivation and Engagement

- Defining Acceptable Performance Standards
- Evolving Role of Employment Culture
- Understanding the Role of Money in Motivation
- Exploring the 3 Drivers of Performance

Day Five

Review and Action Planning

- Summary of Key Learning Points
- Personalized Action Planning Session
- Post-Course Implementation Support