# External Training Course

## Future-Focused HR: Improving HR Business Leadership Through Technology

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**From 13 Oct. To 17 Oct. 2025**
**From 17 Nov. To 21 Nov. 2025**
**From 15 Dec. To 19 Dec. 2025**

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## External Training Course:

# Future-Focused HR: Improving HR Business Leadership Through Technology

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## Course Overview

This advanced training program prepares HR People to integrate technology, leadership, and innovation into strategic business practices. Over 5 days, participants will explore the latest HR technologies, data-driven strategies, and digital leadership approaches to future-proof both their careers and their organizations. The course combines global best practices, real-world applications, and innovation frameworks to create a transformative learning experience.

## Course Objectives

**Participants will:**

- Understand the evolving role of HR in the digital-first business environment.
- Master HR technology platforms for efficiency and business alignment.
- Apply advanced HR analytics to drive workforce and organizational performance.
- Lead digital transformation with confidence and strategic vision.
- Anticipate and respond to global trends shaping the future of HR.

## Training Methodology

Expert-led interactive lectures and workshops.

Review and explanation of HR technology platforms.

Global case studies and best practice analysis.

Group problem-solving, and leadership role plays.

Development of a personalized HR leadership action plan.

## Organizational Benefits

Streamlined HR processes and reduced operational costs.

Improved workforce planning and talent management.

Stronger employee engagement, collaboration, and performance.

Enhanced organizational adaptability and resilience.

Competitive advantage through HR-driven innovation and technology adoption.

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## Personal Benefits

Recognition as a future-ready, tech-savvy HR leader.

Mastery of HR technologies and data-driven decision-making.

Strengthened ability to influence executive strategy.

Expanded skills in digital transformation and innovation leadership.

Career growth opportunities at regional and global levels.

## Course Content & Outlines

### Day 1: The Role of Technology in Modern HR Leadership

- The digital transformation of HR leadership roles.
- How technology reshapes workforce management and business strategy.
- Building a culture of agility, resilience, and innovation in HR.
- Leadership competencies required in the digital workplace.
- Balancing human-centered leadership with technology adoption.

### Day 2: HR Technology Platforms

- Introduction to global HR technology ecosystems (HRIS, ATS, LMS, ERP, cloud solutions).
- Automating recruitment, onboarding, and employee lifecycle management.
- Performance management and digital learning platforms.
- Enhancing employee engagement through mobile and cloud-based systems.
- Integrating HR platforms with organizational strategy and operations.

### Day 3: HR Analytics and Data-Driven Decision Making

- Fundamentals of HR analytics and workforce intelligence.
- Using data to improve recruitment, retention, and succession planning.
- KPIs, metrics, and dashboards for effective HR leadership.
- Predictive analytics for workforce forecasting.
- Data-driven storytelling and influencing executive decision-making.

### Day 4: Digital Transformation Leadership

- Leading HR transformation initiatives across business functions.
- Building alignment between HR digital strategy and business growth.
- Overcoming barriers to digital adoption in HR.
- Change management strategies for successful transformation.
- Case studies: best practices from global HR digital leaders.

### Day 5: Emerging Trends in HR Technology

- Artificial Intelligence, machine learning, and HR automation.
- The rise of digital employee experience (EX) platforms.
- Virtual and hybrid workforces: HR's leadership role.
- The future of workforce collaboration and digital ecosystems.
- Preparing HR leadership for disruptive global challenges and opportunities.

## Course Agenda:

### (1st Day) Agenda

| 8.30 | 9.00 | Opening Remarks (30 Min.). |
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| 9.00 | 11.30 | Discuss the main points of the training course:<br>• The Role of Technology in Modern HR Leadership.<br>• HR Technology Platforms.<br>• HR Analytics and Data-Driven Decision Making.<br>• Digital Transformation Leadership.<br>• Emerging Trends in HR Technology. |
| 11.30 | 12.00 | Coffee Break |
| 12.00 | 14.00 | The Role of Technology in Modern HR Leadership:<br>• The digital transformation of HR leadership roles.<br>• How technology reshapes workforce management and business strategy.<br>• Building a culture of agility, resilience, and innovation in HR.<br>• Leadership competencies required in the digital workplace.<br>• Balancing human-centered leadership with technology adoption. |
| 14.00 | 14.30 | Questions and Discussion |
| 14.30 | | Buffet Lunch |

### (2nd Day) Agenda

| 9.00 | 11.30 | HR Technology Platforms:<br>• Introduction to global HR technology ecosystems (HRIS, ATS, LMS, ERP, cloud solutions).<br>• Automating recruitment, onboarding, and employee lifecycle management.<br>• Performance management and digital learning platforms. |
| --- | --- | --- |
| 11.30 | 12.00 | Coffee Break |
| 12.00 | 14.00 | HR Technology Platforms:<br>• Enhancing employee engagement through mobile and cloud-based systems.<br>• Integrating HR platforms with organizational strategy and operations. |
| 14.00 | 14.30 | Questions and Discussion |
| 14.30 | | Buffet Lunch |

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## (3rd Day) Agenda

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|------|-------|---|
| 9.00 | 11.30 | HR Analytics and Data-Driven Decision Making:<br>• Fundamentals of HR analytics and workforce intelligence.<br>• Using data to improve recruitment, retention, and succession planning.<br>• KPIs, metrics, and dashboards for effective HR leadership. |
| 11.30 | 12.00 | Coffee Break |
| 12.00 | 14.00 | HR Analytics and Data-Driven Decision Making:<br>• Predictive analytics for workforce forecasting.<br>• Data-driven storytelling and influencing executive decision-making. |
| 14.00 | 14.30 | Questions and Discussion |
| 14.30 | | Buffet Lunch |

## (4th Day) Agenda

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|------|-------|---|
| 9.00 | 11.30 | Digital Transformation Leadership:<br>• Leading HR transformation initiatives across business functions.<br>• Building alignment between HR digital strategy and business growth.<br>• Overcoming barriers to digital adoption in HR. |
| 11.30 | 12.00 | Coffee Break |
| 12.00 | 14.00 | Digital Transformation Leadership:<br>• Change management strategies for successful transformation.<br>• Case studies: best practices from global HR digital leaders. |
| 14.00 | 14.30 | Questions and Discussion |
| 14.30 | | Buffet Lunch |

## (5th Day) Agenda

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|------|-------|---|
| 9.00 | 11.30 | Emerging Trends in HR Technology:<br>• Artificial Intelligence, machine learning, and HR automation.<br>• The rise of digital employee experience (EX) platforms.<br>• Virtual and hybrid workforces: HR's leadership role. |
| 11.30 | 12.00 | Coffee Break |
| 12.00 | 14.00 | Emerging Trends in HR Technology:<br>• The future of workforce collaboration and digital ecosystems.<br>• Preparing HR leadership for disruptive global challenges and opportunities. |
| 14.00 | 14.30 | Questions, Discussion & Conclusion Training Course. |
| 14.30 | | Buffet Lunch |