

**Human Resources Management**

# Strategic Human Resource Management

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

COURSE CODE

**MSD2567**

DELIVERY

**Online / Face-to-Face**

DURATION

**Flexible**

PREPARED FOR

**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

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## 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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## 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 Nairobi

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 Flexit

### 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.

<b>Organisation / Department</b>	
<b>Delegate Name(s)</b>	
<b>Approved Course</b>	Strategic Human Resource Management
<b>Preferred Delivery Mode</b>	<input type="checkbox"/> Online <input type="checkbox"/> Face-to-Face <input type="checkbox"/> Organisation-Based Training
<b>Preferred Training Venue /Date</b>	
<b>Estimated Number ofDelegates</b>	
<b>Budget / Vote Number</b>	
<b>Contact Person</b>	
<b>Email / Mobile</b>	

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Authorised Name

Signature / Stamp

Date

Prepared by Magna Skills Development Institute | Training Coordinator: Denis Wunganayi

Register: <https://www.magnaskills.com/applyadd?c=2567> | Course Page: <https://www.magnaskills.com/course/2567> | WhatsApp: +27 63 007 9022

This document is intended to support course review, sponsorship approval, delegate nomination and organisational training planning.