MAGNA SKILLS DEVELOPMENT INSTITUTE

Capacity Building • Professional Training • Organisational Development

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Course Profile Document

Human Resources Management

Succession Planning and 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
MSD2569	**Online / Face-to-Face**	**Flexible**	**Organisation Approval**

Register for this Course

View Online Course Page

Course Overview

This advanced two-week training series in **Strategic Human Resources Management** has been designed to enable participants to develop their HR skills at a strategic level, exploring key areas including recruitment, performance management, talent management, and succession planning.

The programme is ideal for senior HR professionals and functional managers looking to elevate Human Resources Management (HRM) to a more strategic role within their organisation

Course Outcomes

- Understand and explore new recruitment strategies
- Improve their understanding of Performance Management systems
- Develop a more strategic approach to learning and development
- Design a talent management system linked to organisational strategy
- Plan a knowledge management system to retain knowledge in the organisation
- Better understand and use the principles of succession planning
- Keep up-to-date with technological developments in HR software

Course Outline / Curriculum

The Framework of HR Strategy

- The resource-based view of Strategic HRM
- Best practice Vs. Best fit strategy
- Strategic business partner model
- Types of HR Strategies
- Development of HR strategy
- Setting out the strategy
- Implementation of HR strategy
- Evaluation of HR strategy

Resourcing Strategy

- The strategic HRM approach to resourcing
- Integrating Business and resourcing strategies
- Workforce planning
- Employee value proposition
- Resourcing plan
- Retention strategy
- Flexibility strategy
- Be a recruiting superstar

Learning and Development Strategy

- Strategic Human Resource Development
- Elements of human resource development
- Strategies for creating a learning culture
- Organisational learning strategies
- Learning organisations strategies
- Individual learning strategies

Performance Management

- The evolution of performance management
- Performance management process
- Managing organisational performance
- Evaluating performance management
- International performance management

Reward Strategy

- Why have a reward strategy

Guiding principles

- Developing reward strategies
- Effective reward strategies
- Reward Strategy and line management capability

Talent Management Strategy

- Talent management defined
- The process of talent management
- Developing a talent management strategy

Knowledge Management Strategies

- The process of knowledge management
- Sources and types of knowledge
- Approaches to the development of knowledge management strategies
- Strategic knowledge management issues
- Components of a knowledge management strategy

Succession Planning

- Effective Succession Planning
- Strategic Approach to Succession Planning
- Career Planning
- Personal Development Planning
- Develop and Implement Succession strategies

Software applications, Analytics and HR Decisions

- Software options and Optimal HCM practice
- Enterprise Resource Planning Software
- Talent Analytics
- SAS Business Intelligence
- Talent scorecard
- Talent Management and Advanced Analytics

Target Audience

The programme is ideal for senior HR professionals and functional managers looking to elevate Human Resources Management (HRM) to a more strategic role within their organisation

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	Succession Planning and Strategic Human Resource Management
Preferred Delivery Mode	☐ Online ☐ Face-to-Face ☐ Organisation-Based Training
Preferred Training Venue / Date	
Estimated Number of Delegates	
Budget / Vote Number	
Contact Person	
Email / Mobile	

Authorised Name _____ Signature / Stamp _____ Date _____