
Strategic Human Resource Management





Strategic Human Resource Management

Strategic Human Resource Management is a five-day senior HR course delivered by Mars Training Centre in London, Dubai, Geneva, and other international locations — designed for HR directors, heads of HR, and senior people leaders who want to move their function from operational service provider to strategic partner of the business.

The role of HR has changed faster than most HR operating models have caught up with. Boards now expect HR to influence strategy, defend culture through cycles of change, lead workforce decisions tied to commercial outcomes, and answer for human-capital risk with the same rigour as the CFO answers for financial risk. This programme is built for senior HR leaders who want to lead at that altitude with frameworks, evidence, and a credible voice in the room.

Across five focused days, you will work through models for HR strategy, organisation design, human-capital measurement, and HR-led business cases, drawing on real cases from the United Kingdom, Europe, the Gulf, and Asia. The programme is delivered by senior practitioners who have led HR functions through restructures, acquisitions, and growth, and you will leave with a personal action plan to apply to your own function.

What You Will Learn

- Apply established models of strategic HR to a defined business context.
- Diagnose the maturity of your current HR operating model and identify the gaps.
- Design an HR strategy that explicitly supports the corporate plan.
- Build a credible HR business case using human-capital data and financial logic.
- Analyse workforce risk and present it to the executive committee.
- Evaluate HR operating-model choices including business-partner, shared-services, and centre-of-expertise structures.
- Lead organisation design conversations with line leaders.
- Communicate the HR plan persuasively to the CEO, CFO, and board.
- Build a personal development plan for your continued growth as a strategic HR leader.

How You Will Benefit

You will leave with a clear, defensible view of where your HR function needs to go next, the frameworks to take it there, and a Mars Certificate of Completion.

Your organisation will gain an HR leader who can sit at the executive table with the language of strategy, the evidence of analytics, and the judgement to align people decisions with commercial outcomes.



Who This Programme Is For

This programme is designed for senior HR professionals, including:

- HR Directors and Heads of HR
- Vice Presidents of Human Resources
- Group HR Managers in multi-entity organisations
- Senior HR Business Partners preparing for director-level roles
- Heads of Talent, Reward, or Organisational Development moving into broader HR leadership
- Senior public-sector HR executives
- General managers with HR reporting into them

The seniority floor is head of department and above. The programme runs over five consecutive days and is delivered in person, and delegates receive a Mars Certificate of Completion.