

Strategic HR Leadership: DRIVING BUSINESS SUCCESS THROUGH PEOPLE

Monday
October **28** 2024

Dusit Thani Hotel, Dubai

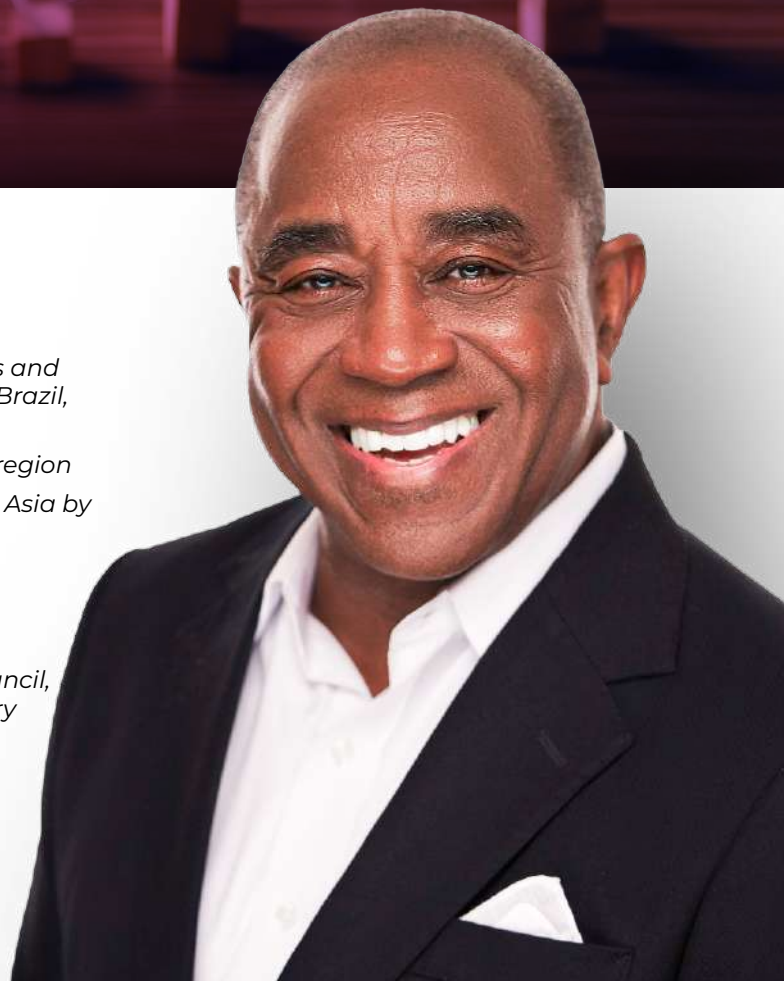
9:00am
4:00pm

Course Director

Ron Thomas MHCS, SWP, GHCS

Senior Faculty, Human Capital Institute

- Global HR background that spans many industries, cultures and countries including USA, Dubai, Saudi Arabia, India, China, Brazil, Africa & Amsterdam.
- Cited by CIPD as one of the Top 5 HR Thinkers in the MENA region
- Named one of the "50 Most Talented Global HR Leaders " in Asia by World HRD Congress
- Senior International Faculty, Human Capital Institute. (HCI)
- Speaker in more than 30 HR Conferences Speaking Engagements in Middle East
- **Board Membership:** Harvard Business Review Advisory Council, McKinsey's Quarterly Executive Online Panel, Expert Advisory Panel on Talent Management Strategy, HCI.
- **Published Work:** The Wall St. Journal (print), Inc. Magazine, Canadian Business, Workforce Magazine, Crain's New York Business, Chief Learning Officer Magazine, Barrons
- **His books authorship:** "Getting HR Technology Back to HR Reality" | "Creative Onboarding Programs" - McGraw Hill | "Learning Lead: Lessons in Leadership"



About Simfotix

SIMFOTIX is a trusted name in the executive education industry that offers cutting-edge corporate training programs. SIMFOTIX focuses on creating value for both learners and businesses through its varied program offerings. We, at Simfotix, hold unique expertise in developing our programs based on the design- learning concept that focuses on the key challenges of a learner and organization. Engagement, relevance, and effectiveness are the hallmarks of our learning solutions. So far, SIMFOTIX training programs are attended by over 5000 participants from over 1000 organizations operating MENAT region. Our clients regard their training experience with us inspiring and transformative.

On the e-learning front as well, SIMFOTIX offers courses that result in serious learning but in fun way, we adopt efficient gamification approach that is aligned with clear learning goals that L&D teams want to see as the achieved objectives. We also understand the ever-shifting corporate world challenges and even in online programs, we carry our legacy of quality, relevance, and impact that's why our programs are conducted by learned faculty comprised of global thought - leaders and top industry practitioners.

We also provide bespoke training solutions that are tailored and delivered in a way that it surpasses your expectations.



Soft Skills Courses



IT Related Courses



Banking & Finance



Gamification Courses

Some of our Clients



Regional Clients

- » SIEMENS KSA
- » KAUST KSA
- » Savola Group
- » Landmark Group
- » General Electric GE
- » Tamer Group KSA
- » Obeikan Group KSA
- » EPCCO KSA
- » Saudi Business Machines SBM
- » East Pipes KSA
- » Samir Group KSA
- » Saudi Diesel
- » Al Jammaz KSA
- » Coca-Cola Middle East
- » Al Khonji Group KSA
- » Al Yasra Fashion ME
- » APM Terminals
- » Carrefour KSA
- » ACWA Power



Large Groups

- » General Motors Middle East
- » EGA Emirates Global AI.
- » Ahmad Tea
- » Al Batha Group
- » Gobash Group
- » Mubadala Group
- » Du
- » Al Naboodah Group
- » Imdaad Group
- » Global Aerospace GAL
- » Al Tayer Group
- » Khudairi Group
- » Vopak Horizon
- » Sharaf Group
- » Deyaar Developments
- » Al Masaood Oil and Gas
- » Etisalat
- » Aster ME
- » Julphar ME



Banks/Financial

- » Emirates NBD
- » National Bank of Fujairah
- » Emirates Islamic Bank
- » Tanfeeth
- » Arab Bank
- » Mashreq Bank
- » Dubai Islamic Bank
- » Al Ahli Bank Qatar
- » Al Hilal Bank
- » HSBC Middle East
- » Sharjah Islamic Bank
- » Bank ABC
- » Ajman Bank
- » National Bank of Oman
- » Bank Dhofar Oman
- » Emirates Insurance
- » National Bonds



Government

- » The Executive Council of Dubai
- » Emirates Post
- » DEWA
- » DCT Government of Abu Dhabi
- » FEWA
- » DED
- » Sharjah Airport
- » DP World
- » AD Ports
- » ADNEC
- » Abu Dhabi Cooperative
- » General Civil Aviation Authority
- » Hamriyah Free Zone Authority
- » National Ambulance

Course Overview

The conversation about HR having a “seat at the table” is over. The door is wide open and the Human Resources function has its seat; increasingly one being populated by **Strategic HR Leaders** that are aligned with business units rather than, or in addition to a centralized HR function. But for many organizations that have filled these roles with HR generalists, long on skills in the HR function but short on experience in other areas of the business, these partnerships are proving frustrating for both sides. This Strategic HR Leadership course will address these business areas in detail to give existing and future HR Leaders a foundation to credibly lead change efforts and positivity affect the direction of their organization’s profitability.

Learning Objectives

- Understand how to align HR with overarching **business objectives** to support long-term organizational success.
- Learn how to apply strategic **workforce planning** techniques to anticipate future talent needs and workforce trends.
- Master HR’s role in leading successful **organizational change** using established frameworks and best practices.
- Gain insights into leveraging HR metrics and **people analytics** to drive evidence-based decisions that impact business outcomes.
- Discover how to create **employee engagement** initiatives that enhance productivity and align with business goals.
- Explore key trends such as reskilling, flexible work arrangements, and their implications for HR’s role in transforming the **Future Workforce**.

Course Modules

Welcome and Introduction

- Overview of the session’s objectives and key takeaways.
- Setting the stage: How HR drives business success.

The Evolving Role of HR in Business Strategy

- HR as a strategic partner: Aligning HR with business goals.
- The shift from transactional HR to transformational HR.
- Discussion: How has HR evolved in your organization?

Strategic Workforce Planning

- Aligning workforce planning with long-term business objectives.
- Scenario planning: Preparing for future workforce needs.
- Discussion: Analyzing workforce trends and their impact on business strategy.

The Future of Work and HR’s Role in Transformation

- Reskilling and upskilling: Preparing the workforce for the future.
- Flexible work arrangements and their strategic impact.
- Discussion: What future trends are impacting your workforce planning?

Leading Change: HR’s Role in Change Management

- Understanding the dynamics of change: Why change fails and how to make it successful.
- The role of HR in leading and supporting organizational change.
- Key change management frameworks (e.g., Kotter’s 8-Step Process, ADKAR).
- Discussion: Developing a change management plan for a real-world HR scenario.

HR Metrics and Analytics: Evidence-Based Decisions

- Key HR metrics that matter to business leaders.
- Using data to measure HR’s impact on business success.
- Implementing a people analytics strategy.

Employee Engagement as a Strategic Tool

- The link between engagement and business performance.
- Best practices for driving employee engagement in today’s workplace.
- Discussion: Designing an engagement strategy that aligns with business objectives.

Q&A and Interactive Discussion

- Open floor for participants to share challenges, insights, and solutions.
- Discussion on how to apply the day’s learnings in their own organizations.

Closing Remarks and Key Takeaways

- Recap of the day’s key points.
- Action plan: Steps to drive strategic HR leadership in your organization.



About Course Director

Ron Thomas MHCS, SWP, GHCS

Senior Faculty, Human Capital Institute

Ron Thomas is a distinguished leader, strategist, and educator with a profound impact on strategy and human resources globally. As the Managing Director of Strategy Focused Group, headquartered in Dubai with offices in New York City and Singapore, Ron has cemented his position as a trusted advisor to organizations worldwide.

In the academic realm, Ron holds esteemed roles, including Visiting Executive Senior Faculty at the Human Capital Institute and the Global Human Resources Leadership Institute at Howard University School of Business. He also serves as an Adjunct Facilitator at the EMBA programs of Howard University and the American University in Dubai, dedicating himself to nurturing future business leaders.

Ron's illustrious career includes pivotal leadership positions such as CEO of Great Place to Work-Gulf, CHRO of Al Raha Group in Riyadh, and VP of HR at Martha Stewart Living Omnimedia. His strategic vision and leadership have earned him numerous accolades, including being named among the top 5 HR/Leadership thinkers in the Middle East by CIPD, the Outstanding Leadership Award for Global HR Excellence, and inclusion in Asia's 50 Most Talented Global HR Leaders and the Power 200 Biggest Voices in Leadership.

As a prolific thought leader, Ron's insights are featured in prestigious publications such as the Wall St. Journal, Inc. Magazine, and Workforce Management. He contributes to international HR magazines and platforms, including HR People of Africa, SHRM, CEO.com, TheHRObserver, and HRZone.com. His writings cover leadership and organizational dynamics, influencing thought leadership across continents.

Regular Fee

USD 550

Per Participant (Plus VAT)

Group Discount

15% Discount

on registering 3 persons

Fees Includes Courseware and SIMFOTIX Certificate

For registration(s) send us your Name, Designation, Organization, and Mobile Number to **register@simfotix.com**

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