THREE-DAY PROGRAMME

STRATEGIC HR LEADERSHIP & WORKFORCE TRANSFORMATION

Transform workforce strategy into organizational success



AT A GLANCE

Programme Overview

This immersive programme blends **strategic insight, case studies, and interactive exercises** to help HR leaders elevate their role and **transform HR into a strategic powerhouse** – one that drives innovation, agility, and long-term success.



CONTEXT

Background

Organizations today face unprecedented disruption – from digital transformation to shifting workforce expectations. HR is no longer a back-office function; it's a strategic driver of resilience, innovation, and culture. Yet many HR leaders struggle to gain influence at the boardroom level, leaving untapped potential in shaping organizational success.

This programme is designed to bridge that gap. It equips HR leaders, executives, and managers with the tools to transform HR into a strategic force, capable of influencing decision-making, driving workforce transformation, and preparing organizations for the future of work.

WHAT YOU TAKE HOME

Participant Outcomes & Takeaways

01 **A Strategic HR Roadmap**
Customized plan aligning HR priorities with organizational goals.

02 **Boardroom Influence Toolkit**
Frameworks for building credibility and shaping executive decisions.

03 **Workforce Analytics Dashboard**
Hands-on experience using data to anticipate skills gaps and plan succession.

04 **Leadership Pipeline Framework**
Tools for identifying, developing, and coaching future leaders.

05 **Culture Transformation Blueprint**
Strategies to embed agility, innovation, and inclusion.

06 **Governance & Compliance Checklist**
Ensuring HR practices meet ethical and regulatory standards.

07 **Peer-Reviewed Action Plan**
Participant-designed roadmap refined through group feedback.

08 **Case Study Insights**
Lessons from organizations where HR drove measurable change.

09 **Personal Development Goals**
Individualized commitments to strengthen HR leadership capacity.

DAY ONE

DETAILED PROGRAMME

THEME: ELEVATING HR TO STRATEGIC LEADERSHIP

TIME	TOPIC	DESCRIPTION	FACILITATOR
08:30 – 09:00	**Welcome**	Programme overview and expectations	Avhatakali Nenugwi
09:00 – 10:15	**HR's evolving role in the boardroom**	Explore how HR has shifted from administrative support to a strategic partner, and why boardroom influence is critical in today's organizations.	Avhatakali Nenugwi
10:15 – 10:30	TEA BREAK		
10:30 – 12:30	**Aligning HR with organizational strategy**	Learn frameworks for connecting HR priorities directly to business goals, ensuring HR drives measurable impact.	Avhatakali Nenugwi
12:30 – 13:30	LUNCH BREAK		
13:30 – 14:45	**Building HR credibility & influence at executive level**	Practical techniques to strengthen executive presence, communicate with authority, and position HR as a trusted advisor.	Avhatakali Nenugwi
14:45 – 15:00	TEA BREAK		
15:00 – 15:30	**Reflection & Day 1 Wrap-Up**	Q&A and close	—

DAY TWO

DETAILED PROGRAMME

THEME: WORKFORCE TRANSFORMATION & AGILITY

TIME	TOPIC	DESCRIPTION	FACILITATOR
08:30 – 09:00	**Recap**	Reflection from Day 1	Sthembiso Phakathi
09:00 – 10:15	**Data-driven workforce planning & analytics**	Hands-on methods for using workforce data to anticipate skills gaps, forecast needs, and plan succession.	Sthembiso Phakathi
10:15 – 10:30	TEA BREAK		
10:30 – 12:30	**Embedding agility & innovation in HR practices**	Discover strategies to build adaptable HR systems that respond quickly to digital disruption and global shifts.	Sthembiso Phakathi
12:30 – 13:30	LUNCH BREAK		
13:30 – 14:45	**Case studies: HR as a driver of transformation**	Real-world examples of organizations where HR leadership reshaped culture, improved performance, and delivered measurable change.	Avhatakali Nenugwi
14:45 – 15:00	TEA BREAK		
15:00 – 15:30	**Reflection & Day 2 Wrap-Up**	Q&A and close	—

DAY THREE

DETAILED PROGRAMME

THEME: FUTURE-READY HR LEADERSHIP

TIME	TOPIC	DESCRIPTION	FACILITATOR
08:30 – 09:00	**Recap**	Reflection from Day 2	–
09:00 – 10:15	**Succession planning & leadership pipelines**	Tools for identifying high-potential talent, developing future leaders, and ensuring continuity in leadership roles.	Sthembiso Phakathi & Avhatakali Nenugwi
10:15 – 10:30	TEA BREAK		
10:30 – 12:30	**Balancing innovation with governance & compliance**	Explore how to drive change while safeguarding ethical standards and regulatory responsibilities.	Sthembiso Phakathi & Avhatakali Nenugwi
12:30 – 13:30	LUNCH BREAK		
13:30 – 14:45	**Action planning: HR as a catalyst for organizational success**	Participants design peer-reviewed action plans, translating insights into concrete strategies for their own organizations.	Sthembiso Phakathi & Avhatakali Nenugwi
14:45 – 15:00	TEA BREAK		
15:00 – 15:30	**Closing of session & commitments**	Q&A and closing remarks	–

Why Attend?

- Gain credibility and influence at the executive table.
- Learn practical frameworks for workforce planning and transformation.
- Build strategies that align HR with organizational goals.
- Develop leadership pipelines and succession plans.
- Position HR as a catalyst for innovation, agility, and culture change.

Seats are limited – secure your place today.

Join senior HR leaders and executives for this transformative 3-day programme and walk away with the tools, frameworks, and confidence to elevate HR into a strategic powerhouse.

DATES, FEES & VENUES

Durban – Hilton Garden Inn, Umhlanga See available dates on registration calendar	R6,999.00
Johannesburg – The NH Hotel Sandton See available dates on registration calendar	R6,999.00
Live Stream – Zoom See available dates on registration calendar	R4,999.00

10% discount for a group of 3 or more
This programme runs across three days. Dates or venues may be adjusted where circumstances require a change.

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