

HIGH LEVEL TRAINING INSTITUTE

CSHRTP

Certified Strategic HR Transformation Professional [™]



DATE

20 - 24 APR 2026

LOCATION

ACCRA, GHANA

TYPE

FACE TO FACE

LEVEL

ADVANCED

DELIVERY TYPE

GROUP LIVE TRAINING

Course Overview

The world of work is changing faster than ever before. Digital disruption, artificial intelligence, hybrid workplaces, evolving employee expectations, and new business models are reshaping the way organizations manage people and performance. In this dynamic environment, HR is no longer just a support function — it is becoming the strategic driver of business transformation, culture, and long-term competitiveness.

The Certified Strategic HR Transformation Professional (CSHRTP)™ program is a five-day intensive certification that equips HR leaders, professionals, and business partners with the skills, tools, and mindset needed to reimagine HR in the digital age. Through a combination of expert-led sessions, case studies, simulations, and hands-on workshops, participants will learn how to leverage AI, people analytics, digital platforms, and change management frameworks to design and deliver future-ready HR strategies. This program goes beyond traditional HR management — it empowers participants to become architects of the future workforce, aligning HR transformation with organizational strategy, financial outcomes, and cultural change.

Key trends addressed in this program include:

- ✓ Digital Transformation in HR: Leveraging AI, analytics, and HR technology for talent acquisition, employee engagement, and workforce optimization.
- ✓ Diversity, Equity, and Inclusion (DEI): Creating inclusive workplaces that reflect the values of fairness, respect, and representation.
- ✓ Sustainability and Corporate Responsibility: Aligning HR practices with Environmental, Social, and Governance (ESG) goals.
- ✓ Agile HR Practices: Fostering adaptability and resilience in a rapidly changing business environment.
- ✓ Employee Experience and Well-being: Emphasizing holistic approaches to employee mental health, engagement, and retention in hybrid and remote work settings.

The urgency to transform HR has never been greater. This program offers a roadmap for HR professionals to:

- ✓ Redesign HR strategies to align with business transformation and digital disruption
- ✓ Apply AI, automation, and predictive people analytics in workforce planning and decision-making
- ✓ Lead change management and cultural transformation in digital-first organizations
- ✓ Build future-ready leadership pipelines through innovative learning and career development models
- ✓ Measure and communicate the ROI of HR transformation to executives and boards
- ✓ Position themselves as strategic HR transformation leaders in a global, competitive environment

Benefits of Attending

- ✓ Transform HR into a Strategic Business Driver
- ✓ Gain the tools to align HR strategy with organizational growth, innovation, and long-term competitiveness.
- ✓ Harness the Power of AI & People Analytics
- ✓

Apply predictive analytics, automation, and AI platforms to improve workforce planning, hiring, retention, and performance

- ✓ Lead Change & Build Digital-First HR Cultures
- ✓ Master change management frameworks to drive adoption of digital HR tools and cultural transformation
- ✓ Build Future-Ready Leadership & Talent Pipelines
- ✓ Design AI-enabled L&D programs that reskill, upskill, and future-proof talent
- ✓ Create leadership pipelines that are diverse, inclusive, and digitally fluent
- ✓ Measure ROI & Strengthen HR Governance
- ✓ Calculate the financial and strategic ROI of HR initiatives, demonstrating tangible business value to executives
- ✓ Establish governance frameworks to ensure ethical, compliant, and sustainable HR transformation

The CSHRTP training style

We are employing “best practice” training – called “blended training”. This involves classroom lecturing, highly intensive case study/role playing reviews, classroom interaction and feedback, and one-on-one coaching from the facilitator. We have found this to be one of the most effective training methodologies to date and many large multinationals and training companies have already taken up this “blended learning” methodology. CSHRTP Certified Strategic HR Transformation Professional™ will be received approximately one month following the close of the program.

Who Should Attend

- ✓ Human Resources Analysts, Managers, Executives
- ✓ HR Business Partners
- ✓ Talent Management Professionals
- ✓ Training and Development Professionals
- ✓ OD Professionals
- ✓ CHRO's
- ✓ HR professionals at all career levels working in this area
- ✓ HR Policies and Procedures
- ✓ Employee Relations
- ✓ Employee Communications
- ✓ HR Administration and
- ✓ Professional Consultants

Plus anyone who is involved in HR, or anticipates being involved in HR field in the future. This program is designed specifically to suit a broad range of professionals.

By Attending This Course the Added Benefits

You Will Receive Include:

- ✓ Successful completion of this course makes you a CSHRTP Certified Strategic HR Transformation Professional™
- ✓ You can use the designation CSHRTP Certified Strategic HR Transformation Professional™ on your business card & resume
- ✓ Up to 22 month's membership to the GAFM® professional body
- ✓ Access to the GAFM® network and body of information online
- ✓ Preferred access to education centres in USA, UK, Europe, Asia, Middle East & Latin America Access to the GAFM® journal published online
- ✓ Gold Embossed Certificate with your name and designation as MGAFM (Member of the Global Academy of Finance and Management)

Programme Timing

Registration will begin at 08:00 on Day One. The program will commence at 08:30 each day and continue until 16:30. There will be two refreshment breaks and lunch at appropriate intervals.

In-House

If interested to run this course in-house please contact us at: info@hlti.org +389 42 222 032

Certification



GAFM - Global Academy of Finance and Management

The GAFM was founded in 1996 by the original founders of the Graduate Leadership Society. The Founders of our Standards Board are CEOs, Executives, Professors, and industry experts from around the globe. We desire to raise education standards and ethics in the business and management industries. The Standards Policy Board awards specialized board certifications, designations, and charters in the fields of: finance, accounting, management, and consulting fields to qualified professionals who have completed internationally recognized or accredited exams & education, government recognized degrees and documented management credentials and experience. Since 1996, the Academy has been promoting accredited graduate standards for certification in business, management, law, and finance. Since the inception with the founding of the Graduate Institute of Leadership in 1996, the Academy has been focused on quality assurance with accredited education, exams, assessment, education, ethics, and continuing education. Further, applicants must also have the necessary experience in practice, research or publications in their respective areas of expertise.

Module 1: Strategic HR Transformation

- ✓ The evolution of HR: From administration to strategy to AI-powered HR
- ✓ Why transformation is critical: Globalization, digital disruption, workforce trends
- ✓ HR's role in creating organizational value
- ✓ Activity: Self-assessment - Where is your HR function on the maturity curve?

Case Study: Flextronics: Building a Strategic HR Organization from Scratch

Module 2: HR as a Strategic Business Partner

- ✓ Aligning HR strategy with business objectives
- ✓ Meeting the Business Partner Professional Standards
- ✓ Linking Business Strategy with HR
- ✓ HR operating models (Ulrich, Agile HR, Digital HR)
- ✓ HR's role in driving profitability, agility, and innovation
- ✓ Mapping your HR value chain to business outcomes

Case Study: Pfizer: A Journey to Smaller, Better, Faster

Module 3: AI-Driven Talent Acquisition & Workforce Planning

- ✓ Smart sourcing: AI in recruitment & reducing unconscious bias
- ✓ Predictive hiring & AI-enabled onboarding
- ✓ Skills ontology & future-ready workforce planning
- ✓ Exercise: Design a workforce plan powered by AI analytics

Module 4: Employee Experience & Engagement in the AI Era

- ✓ Employee experience as a competitive advantage
- ✓ AI-enabled listening tools (sentiment analysis, chatbots, pulse surveys)
- ✓ Hyper-personalization of employee journeys
- ✓ Group Activity: Build an AI-driven employee experience journey map

Module 5: Future of Learning & Leadership Development

- ✓ Adaptive learning & personalized career paths with AI
- ✓ Next-Gen Learning Technologies: Gamification, VR/AR & immersive learning
- ✓ Building AI-enabled leadership pipelines
- ✓ From Competency Models to Skills-Based Leadership
- ✓ Measuring L&D Impact with Analytics

Case Study: How top companies use AI to transform learning & leadership

Module 6: People Analytics & Predictive HR

- ✓ Core Areas of HR Analytics
- ✓ Predictive & Prescriptive Analytics in HR
- ✓ Workforce Planning & Talent Intelligence
 - ✓ Using AI to forecast attrition, performance & engagement
- ✓ Tools & Technologies for People Analytics
 - ✓ HRSI systems with analytics
 - ✓ AI Driven talent intelligence platforms
 - ✓ Visualization and BI tools
- ✓ Governance, Ethics and Data Security
- ✓ Hands-On: Designing a predictive attrition model & HR analytics dashboard

Module 7: Change Management & Digital HR Culture

- ✓ The Human Side of HR Transformation
- ✓ Change Management Frameworks & Approaches (Kotter, ADKAR, Agile HR change)
- ✓ Building a Digital HR Culture
- ✓ Leadership & Stakeholder Buy-In
 - ✓ Gaining executive sponsorship for HR transformation
- ✓ Communication & Storytelling for Change
- ✓ Trust & Employee Concerns
- ✓ Sustaining Change & Embedding Culture
- ✓ Exercise: Identify your organization's current HR culture and design a roadmap toward a digital-first HR culture

Module 8: The Future of Work & Emerging HR Trends

- ✓ The Shifting Nature of Work
 - ✓ From jobs to skills: moving to a skills-based organization
- ✓ Technology & AI as Work Enablers
- ✓ Redefining Workforce Experience
- ✓ HR's Role in Sustainability & ESG
- ✓ Emerging Trends & Disruptions in HR
- ✓ The Role of HR Leaders in Shaping the Future
 - ✓ From "HR Manager" to Workforce Architect
- ✓ Simulation: "Chief HR Officer 2028" – shaping the future workforce

Module 9: Metrics, ROI & Governance of HR Transformation

- ✓ Why Metrics Matter in HR Transformation
- ✓ Key HR Metrics & KPIs for Transformation
- ✓ People Analytics for ROI
- ✓ ROI Models for HR Transformation
- ✓ Governance in HR Transformation
- ✓ Sustaining HR Transformation

Program Close

Examination

Final Remarks and Closing



Ioannis C. Papaconstantinou

Ioannis is the CEO and founder of New Mind Executives, an executive training and consulting firm. He has 20 years of successful experience in key positions in important organizations in Greece. Among others, he has served as Director of the Exports' Research and Studies Institute, as Special Consultant on Organizational Restructuring and Privatization at Thessaloniki Port Authority, and for 11 years he was the General Director of Helexpo S.A. The National exhibition and conference organizing company of Greece. During his professional career he has been constantly teaching at the Executive MBA of the University of Sheffield as the Unit Leader of the Unit "Organizational Behavior" and at the "Human Resources Management" Unit. He had been ranked among the top 3 lecturers of the program for the last 20 years and he is considered to be highly motivational and

inspirational. Ioannis has co-operated with Charles Handy, Rene Carayol, Keith Ferrazzi and other prominent authors and speakers and he has participated as a guest speaker in various congresses in South-Eastern Europe. He has presented seminars and workshops for an array of organizations and institutions such as M-Tel, The Ministry of Health of Macedonia,

Agricultural Bank of Greece and the Exporters' Association of Northern Greece. He delivers executive education programs on Behavioral Decision Making, Organizational Design, Leadership, Motivation and Human Resources Management. He is an economist with a Masters Degree in Management from the University of Kent at Canterbury (UK).

BOOK EARLY

Final Price

\$2,990.00 USD

GROUP DISCOUNTS

3 Delegates 15%

5 Delegates 20%

*please note that all group discount are given on the final price

1

Name: _____ Job: _____

Tel: _____ Email: _____

2

Name: _____ Job: _____

Tel: _____ Email: _____

3

Name: _____ Job: _____

Tel: _____ Email: _____

Payment Options

1. Please Invoice my Company

2. Please charge my Credit Card

Visa Master Card

Venue Details

Alisa Hotel North Ridge 21 Dr. Issert Rd, North Ridge - Accra

+233 (0) 302214233

+233 (0) 302214244

info@alisahotels.com

COMPANY DETAILS

Company: _____

Address: _____

Post _____ Country: _____

Code: _____

Tel: _____

Terms & Conditions

Payments and Discounts

1. Payment terms/ 100 % of the full amount at the time of registration. The registration will be confirmed only when full payment received.

All Bank Transfer charges/fees and Withholding Tax should be carried by sending part/payer

With the registrations are included refreshments, lunches and course materials.

2. To get the early bid discounts, payment must be received before the final price. Discount offers cannot be combined with any other alternative offer

3. Substitute is always welcomed by a colleague or similar job function. If not possible a credit will be given which can be used for any HLTITM up to 1 year. Please notify us as soon as possible so we can make necessary arrangements

Cancellation Policy

1. All cancellations must be done in writing.

2. Full refund for cancellation will only be paid one week from the invoice date; otherwise, you will receive a credit note to be used at other HLTITM training which must be used within 1 year. Refunds are not given. There will be no credit issued for any cancellation less than 6 days.

3. Force Majeure: HLTITM is not responsible for any loss or damage in case the training/event is postponed, canceled, abandoned by reason of war, fire storm, explosion, national emergency, labor dispute, strike, lock-out, civil, disturbance, actual or threatened violence by terrorist group, or any other cause not within the control of our institute, we shall be under no liability to 'Company' for non-performance or obligation under this contractor otherwise in respect of any actions, claims, losses (including consequential losses) costs or expenses whatsoever which may be brought against or suffered or incurred by 'Company', as the result of the happening of such event.

4. Complaint and Refund: For more information regarding administrative policies such as complaint and refund, please contact Dr. Shpend Imeri, e-mail: shpend.imeri@hlti.org

5. HLTITM reserves the right to change the speaker/trainer or parts of the content in case of any circumstances that exceed the control of HLTITM which necessitates these alterations, such as changes from the speaker/trainer. Any substitution or change will be communicated and are always kept to a minimum

I have read and agree to the following terms & condition

Signature: _____