

# STRATEGIC PEOPLE LEADERSHIP TRAINING PROGRAM

LEADING CULTURE, PEOPLE AND PERFORMANCE IN A CHANGING WORLD

## PROGRAM OVERVIEW

The Strategic People Leadership Training Program equips HR professionals, people leaders, managers, and organizational development teams with the strategic leadership capabilities needed to strengthen workforce effectiveness, foster inclusive and high-performing cultures, and support long-term organizational growth.

Participants develop practical approaches for leading people, strengthening organizational culture, supporting employee wellbeing, and aligning workforce initiatives with business priorities.

Through discussions, simulations, case studies, and applied learning activities, participants strengthen capabilities in workforce planning, organizational culture, employee wellbeing, adaptability, inclusive leadership, and strategic people leadership.

## WHO SHOULD ENROLL

This training program is ideal for:

- HR and People & Culture Leaders
- People Managers and Department Heads
- Organizational Development, L&D, and Talent Development Professionals
- Project and Program Leaders managing diverse or evolving teams
- Public sector and semi-government HR and leadership teams
- HR Business Partners and Strategic Advisors
- Mid-level and emerging leaders in fast-changing industries
- Leaders involved in workforce transformation, culture development, and organizational change initiatives



## KEY TAKEAWAYS

WHY CHOOSE THIS TRAINING

### • Strategic and Future-Focused People Leadership

Develop the mindset and capabilities needed to lead people, culture, and organizational transformation in rapidly evolving business environments.

### • Building Resilient, Inclusive, and High-Performing Cultures

Strengthen leadership effectiveness by fostering wellbeing, inclusion, psychological safety, collaboration, and employee engagement across teams.



## LEARNING OBJECTIVES

By the end of the program, participants will be able to:

- ✓ Develop and communicate people strategies that align workforce initiatives with organizational goals and long-term business priorities.
- ✓ Lead with resilience and adaptability by responding effectively to change, ambiguity, workforce challenges, and evolving organizational demands.
- ✓ Design and implement initiatives that strengthen organizational culture, psychological safety, employee wellbeing, and engagement.
- ✓ Apply inclusive leadership and cultural intelligence strategies to lead diverse teams, foster collaboration, and support high-performing work environments.
- ✓ Develop forward-looking talent strategies by identifying workforce trends, mapping critical capabilities, and supporting organizational readiness through workforce planning.
- ✓ Create engagement and performance approaches that support collaboration and effectiveness across hybrid and evolving work environments.
- ✓ Utilize strategic thinking and systems thinking approaches to solve organizational challenges, support innovation, and improve leadership decision-making.

Learn more about our Strategic People Leadership Training Program.  
Contact us today to speak with a consultant or request a customized training proposal.



● **Practical Tools for Workforce Transformation**

Apply actionable frameworks, leadership strategies, and workforce planning approaches that support organizational readiness, capability development, and long-term growth.

● **Leadership Agility and Adaptability**

Build the confidence and resilience needed to lead through ambiguity, complexity, organizational change, and evolving workforce expectations.

● **Experiential and Applied Learning**

Engage in facilitator-led discussions, simulations, case studies, peer learning, and practical exercises that translate concepts into real-world leadership application.

● **Systems Thinking and Strategic Decision-Making**

Enhance the ability to think strategically, solve complex organizational challenges, and align people initiatives with operational and business priorities.



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**TRAINING PROGRAM PACKAGE INCLUSIONS**

- Learning needs assessment
- Customized training program
- Comprehensive training materials
- Real-world case studies and group activities
- Post-training Q&A follow-up session (online)
- Certificate of Completion (digital or printed)

**PROGRAM MODULES**

- Thrive Forward: Prioritizing Employee Wellbeing and Resilience
- Hybrid Edge: Leading in Evolving Work Environments
- Talent Forward: Driving Strategy in a Changing Workforce
- Culture Shift: Leading High-Performing Organizational Transformation
- Inclusive Edge: Leading with Cultural Intelligence
- Growth Mindset: Building Resilience and Adaptability
- Workforce Forward: Strategic Planning for Future Readiness



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