

Course No. 2053

Digital HR Transformation & HR Technology Strategy Training Course

HR ANALYTICS, DIGITAL HR, TECHNOLOGY & AI
HUMAN RESOURCES & TALENT MANAGEMENT

DURATION

5 Days

DELIVERY

Classroom



Course Overview

The Digital HR Transformation & HR Technology Strategy Training Course provides a strategic framework for transforming traditional HR functions into digitally enabled, agile, data-driven, and employee-focused operations. The programme examines how organizations can use digital technologies, HR platforms, automation, analytics, artificial intelligence, and integrated systems to improve workforce management and align HR capabilities with business strategy.

Participants will explore the key components of digital HR transformation, including digital HR strategy, technology assessment, HR operating models, process redesign, cloud-based HR platforms, employee self-service, workflow automation, data integration, analytics, and digital employee experience. The course emphasizes selecting technology solutions based on organizational needs rather than technology adoption alone.

The programme also addresses HR technology governance, implementation planning, change management, stakeholder engagement, data privacy, cybersecurity, integration, vendor management, and technology adoption. Participants will learn how to evaluate technology investments, define requirements, establish implementation priorities, and manage transformation programmes effectively.

Through practical exercises, case studies, and transformation scenarios, participants will develop the ability to assess current HR technology capabilities, identify digital gaps, design a future-state HR technology strategy, prioritize initiatives, and build a practical transformation roadmap. The course supports HR leaders in creating sustainable digital capabilities that improve efficiency, decision-making, employee experience, and organizational performance.

Objectives

- By the end of the course, participants will be able to:
- Analyze the strategic role of digital transformation in modern HR management.
- Assess current HR technology capabilities, processes, and digital maturity.
- Identify opportunities for HR process digitization and automation.
- Develop a digital HR transformation strategy aligned with business objectives.
- Evaluate HR technology platforms and solution requirements.

- Design future-state digital HR operating models.
- Apply principles of HR process redesign and workflow optimization.
- Integrate HR technology with workforce data and business systems.
- Evaluate the role of analytics and artificial intelligence in digital HR.
- Improve digital employee experience and self-service capabilities.
- Develop HR technology governance and implementation frameworks.
- Assess technology-related risks, privacy requirements, and cybersecurity considerations.
- Manage HR technology vendors, solutions, and implementation partners.
- Apply structured approaches to change management and technology adoption.
- Develop investment priorities and implementation roadmaps for digital HR initiatives.
- Establish performance measures for evaluating digital HR transformation outcomes.

Who Should Attend

This course is designed for HR directors, HR managers, HR transformation leaders, HR technology managers, HR business partners, HR operations managers, and digital HR specialists responsible for modernizing HR capabilities and systems.

It is also suitable for Chief Human Resources Officers, organizational development leaders, workforce planning professionals, IT managers supporting HR systems, digital transformation leaders, data and analytics professionals, and senior decision-makers involved in HR technology investments and transformation programmes.

The programme is particularly relevant to organizations undertaking or planning digital HR transformation, HR systems modernization, process automation, workforce analytics, employee experience initiatives, or integrated HR technology programmes across government entities, banks, financial institutions, oil and gas companies, technology organizations, healthcare providers, manufacturing companies, and large corporations.

Learning Outcomes

- Upon completion of the course, participants will be able to:
- Explain the principles and components of digital HR transformation.
- Assess organizational HR digital maturity and technology capabilities.
- Map current HR processes and identify digitization opportunities.
- Identify technology requirements based on HR and business needs.
- Evaluate HR technology platforms and implementation options.
- Design a future-state HR technology operating model.
- Develop requirements for integrated HR systems and digital workflows.
- Apply automation approaches to improve HR process efficiency.
- Evaluate the application of analytics and artificial intelligence in HR.
- Design strategies for improving digital employee experience.
- Establish appropriate HR technology governance structures.
- Identify technology, data privacy, security, and implementation risks.
- Manage vendor evaluation and technology implementation relationships.
- Apply change management principles to HR technology adoption.
- Develop a prioritized digital HR transformation roadmap.
- Define performance indicators for measuring the value and impact of digital HR transformation.

Course Outline

DAY 01

Digital HR Transformation Strategy and Organizational Readiness

- Evolution of digital HR and modern HR operating models
- Strategic drivers of HR digital transformation
- Digital HR maturity and capability assessment
- Business and workforce requirements
- Current-state HR process and technology assessment
- Digital transformation opportunities and priorities

DAY 01 — CONTINUED

- HR operating model transformation
- Stakeholder expectations and transformation leadership
- Digital HR strategy development

PRACTICAL APPLICATION

Assessing organizational digital HR maturity and identifying transformation priorities

DAY 02

HR Technology Platforms, Process Digitization and Automation

- HR technology ecosystem and architecture
- Human resources management systems and cloud platforms
- Core HR and employee lifecycle technologies
- Talent management and recruitment technologies
- Learning and performance technologies
- Employee self-service and digital workplace solutions
- HR workflow automation
- Process redesign and digital process optimization
- Systems integration and data flows

PRACTICAL APPLICATION

Redesigning a traditional HR process into an integrated digital workflow

DAY 03

HR Data, Analytics, Artificial Intelligence and Digital Employee Experience

- HR data architecture and information management
- Workforce analytics and data-driven HR
- HR dashboards and digital reporting
- Artificial intelligence applications in HR

DAY 03 — CONTINUED

- Intelligent automation and emerging HR technologies
- Digital recruitment and talent analytics
- Digital learning and performance management
- Employee experience technologies
- Personalization and employee self-service

PRACTICAL APPLICATION

Designing a digital HR solution combining technology, analytics, automation, and employee experience

DAY 04

HR Technology Governance, Implementation and Change Management

- HR technology governance frameworks
- Technology selection and requirements definition
- Vendor assessment and solution evaluation
- Implementation planning and programme governance
- Data migration and system integration
- Data privacy and information security considerations
- Technology risk management
- Change management and stakeholder engagement
- User adoption, training, and organizational readiness

PRACTICAL APPLICATION

Developing an implementation and change management plan for an HR technology programme

DAY 05

Digital HR Roadmap, Value Realization and Continuous Improvement

- Digital HR transformation roadmaps
- Initiative prioritization and implementation sequencing
- HR technology investment and business case development
- Benefits realization and value measurement
- Digital HR performance indicators
- Technology adoption and user experience measurement
- Continuous improvement and innovation
- Future trends in HR technology
- Building sustainable digital HR capabilities
- Final Integrated Workshop: Developing a comprehensive digital HR transformation and HR technology strategy covering current-state assessment, future-state operating model, technology priorities, process automation, analytics, governance, implementation, change management, investment, performance measurement, and continuous improvement

Register or Request More Information

Course page: <https://quest-training.com/courses/digital-hr-transformation-hr-technology-strategy-training-course>

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