



STRATEGIC HUMAN RESOURCE

# LEADERSHIP PROGRAM

 [www.kimberly-ryan.net](http://www.kimberly-ryan.net)

Kimberly Ryan

# Programme Overview

This comprehensive program focuses on the most critical areas of human resource management, from talent development and performance management to navigating organizational change and aligning HR strategy with broader business objectives. Participants will gain deep insights into current trends and strategies that will enable them to manage talent effectively, foster an engaged workforce, and drive impactful business outcomes.

By the end of the program, HR leaders will be equipped with the necessary expertise to elevate their role as strategic partners within their organizations, contributing to long-term success.

Organisations aiming to enhance the strategic capabilities of their Mid-level to Senior HR leaders in talent management, organizational development, HR leadership, and business acumen.



# Programme Objectives

This training is designed to empower **senior HR leaders** with the **strategic mindset, business acumen, and advanced HR competencies** needed to drive organizational success. At the end of the program, participants will have learned to:

- Align HR strategies with business objectives to enhance organizational performance.
- Analyze and respond to economic trends affecting talent management, workforce planning, and business sustainability.
- Redesign performance management systems to foster continuous feedback, coaching, and a results-driven culture.
- Understand key business drivers such as revenue, profit, market share, and operational efficiency to strengthen HR's impact.
- Communicate HR's business value effectively by framing HR initiatives in financial and operational terms for key stakeholders.
- Develop business-focused HR strategies that contribute to revenue growth, cost optimization, and innovation.

# DAY 1

## The Strategic Foundation of HR

### Module 1: HR & Organizational Strategy

- Understanding HR's role in organizational success
- Aligning HR strategies with business objectives
- Key components of an effective HR strategy
- Case studies: HR strategy in successful organizations

### Module 2: HR & Economic Trends

- Global and local economic trends affecting HR.
- The impact of inflation, talent scarcity, and remote work trends.
- Adapting HR strategies to changing economic climates.
- Case studies: HR responses to economic disruptions.

## DAY 2

### Performance management and Business Environment

#### Module 3: Performance Management

- Redesigning performance management for the modern workforce.
- Continuous feedback, coaching, and mentoring.
- Linking performance to business outcomes.
- Tools for effective performance appraisals.

#### Module 4: Understanding the Business Environment

- Key business drivers: Revenue, profit, market share, and operational efficiency.
- How economic trends and industry-specific factors impact HR strategy.
- The HR-business connection: Supporting business objectives through effective talent management.

### HR Business Value and Strategy

#### Module 5: Communicating HR's Business Value

- Building a business case for HR initiatives: Framing HR contributions in financial and operational terms.
- Speaking the language of business: Effective communication with the C-suite and key stakeholders.
- Role-playing exercise: Presenting an HR strategy to senior leadership, demonstrating ROI and business impact.

#### Module 6: Developing a Business-Focused HR Strategy

- Creating HR strategies that are tightly aligned with business functions such as sales, operations, and finance.
- Identifying opportunities for HR to contribute to revenue generation, innovation, and cost reduction.
- Group activity: Designing an HR strategy based on a real-world business scenario, with measurable business outcomes.



Dr Charles Ugwu



Ejiro Ogunbanjo



Victor Adebayo



Tonye Briggs

# Faculty List

RADISSON BLU ANCHORAGE HOTEL



# Programme Venue/Date



Radisson Blu Anchorage Hotel, 1a  
Ozumba Mbadiwe Road, Victoria Island,  
Lagos, Nigeria.



Wednesday, June 18 - Friday, June 20  
2025

DURATION

Three (3) Days



# Pricing Plan



Individual Plan

**₹400,000**

[Register Now](#)



Group of Three Plan

**₹1,000,000**

[Register Now](#)

EARLY BIRD 10% OFF



Individual Plan

**₹350,000**

~~₹400,000~~

[Register Now](#)

*\*Training Fees cover feeding (Tea Break and Lunch) and training materials (Inclusive of a training bag)*

# Who We Are

At Kimberly Ryan, we are focused on delivering results that matter.

Kimberly Ryan offers a comprehensive bouquet of services that support our clients in delivering their business goals and achieving optimal people performance.

We are a leading and trusted Human Capital Partner with over 27 years of Experience.

Our solutions allow business executives to focus and retain control over their core strategies while benefitting from reduced operating costs and risk without compromising on our service delivery.



# Our Services



**Outsourcing**



**Learning &  
Development**



**Recruitment  
Solutions**



**Advisory  
Solutions**



# Our Footprint

# Project Team



**Vivian Agunabor**  
Chief Operating Officer



**Chinyere Onukogu**  
Head of Sales



**Adewole Fasina**  
L&D Manager



**Dayo Olurebi**  
L&D Officer

# Contact Us

Thank you for your interest in partnering with Kimberly Ryan Limited. For further details and communication please contact us via the details below:



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**Chinyere.onukogu@kimberly-ryan.net**



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**+234 818 453 2278**

**Thank  
You**

