

Leading HR Transformation in the Modern Workplace.

HR INNOVATION THAT DRIVES RESULTS!





HR Transformation for Business Excellence

"Leading HR Transformation in the Modern Workplace" is a dynamic workshop that equips participants with proven frameworks, advanced HR tools, and change-leadership techniques used by top organizations to transform their talent functions and drive measurable business impact.

The workshop combines blended and experiential learning, integrating live interactive sessions, case studies, and collaborative group work. Through simulations, role-plays, and real-world HR transformation scenarios, participants "learn by doing" — applying strategic frameworks, digital tools, and practical templates such as stakeholder maps, strategy maps, and transformation roadmaps directly to their own organizational contexts.



Who Should Attend

Senior HR and business leaders responsible for strategic people initiatives, including:

- HR Directors
- Senior HR
- Business Partners
- Organizational Development/Change Managers
- Senior managers overseeing talent, culture, or transformation projects.

Participants should have 8–10+ years of relevant experience and proven expertise in leading HR or organizational change.

Learning Objectives

- Align HR with Business Strategy – Position HR as a strategic driver of growth and innovation.
- Leverage Digital HR & Analytics – Use HRIS, AI, and data insights to enhance decision-making and ROI.
- Lead Change Effectively – Apply change management frameworks and manage stakeholder engagement.
- Redesign HR Processes – Streamline operations using Lean, RACI, and global best practices.
- Drive Culture Transformation – Foster leadership alignment, engagement, and value-based behaviors.
- Advance Talent & Workforce Planning – Integrate analytics to build agile, diverse, and future-ready teams.
- Establish Governance & KPIs – Build accountability frameworks and track transformation success.
- Influence at the Executive Level – Communicate with C-suite leaders and act as a trusted transformation advisor.

Learning Outcomes

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

- Strategic HR transformation initiatives to C-suite objectives.
- Digital tools (HRIS, AI) leveraged.
- Robust change-management plans designed and executed.
- Core HR processes are reengineered for efficiency and scalability.
- Culture-shift strategies crafted.
- Governance structures defined along with measurable KPIs to track transformation ROI.

Training Modules

Module 1: Introduction to HR Transformation

- Definition, drivers, and evolution of HR transformation.
- Types and models of transformation.
- Group activity: "Why do HR transformations succeed or fail?"

*Strategic Alignment of HR

- Aligning HR with organizational goals.
- Case study: Strategic HR transformation in a growing business.
- Exercise: Drafting a strategy map for HR transformation.

Module 2: Digital Transformation in HR

- HR tech landscape: HRIS, AI, automation.
- Demo: HR analytics dashboards and tools.
- Breakout activity: Assessing your organization's digital maturity.

*Legal & Ethical Considerations

- HR compliance, data protection, global context.
- Debate: Ethical dilemmas in digital HR practices.

Module 3: Change Management in HR

- Change frameworks (ADKAR, Kotter).
- Stakeholder mapping and engagement planning.
- Communication strategies during change.

Training Modules

Module 4: HR Process Reengineering

- Tools: SIPOC, RACI, process flow mapping
- Group simulation: Redesign a hiring process
- Reflection: Mapping current vs. future-state HR processes

*Project Management for HR Transformation

- Lifecycle, tools (Gantt, RACI, RAID), governance.
- Mini-workshop: Building a transformation roadmap.

Module 5: Culture and Talent in Transformation

- Culture's role in sustaining transformation.
- Workforce planning, succession, and talent analytics.
- Role-play: Communicating culture shift in townhall-style meetings.

Module 6: Measurement & Sustainability

- Setting KPIs for HR transformation.
- Evaluating ROI and continuous improvement models.
- Action planning: "How I will drive HR transformation back at work".

End-of-Workshop Project

Participants will present a personalized HR Transformation Roadmap applying key workshop concepts—strategy, digital innovation, change management, process redesign, culture, and ROI—followed by peer and facilitator feedback for practical, measurable outcomes.

Program Information



DATES

January 19, 21, 26, 28, 2026

February 2, 4, 2026

Duration: 18 hours (6 sessions)



TIMING | MODALITY | LOCATION

Timing: 5:30 - 8:30 pm

Modality: In-person

Location: The Professional Training Center,
Campus of Innovation and Sports (CIS),
USJ, Beirut.



REGISTRATION

Deadline: January 10, 2026

[Click Here to Register](#)



FEES

\$390

Meet Your Trainer

MR. KHALED TAYARA



Khaled Tayara is an HR and Organizational Development consultant with 25 years of experience across multiple sectors, including telecom, FMCG, pharmaceuticals, technology, luxury, communications, and hospitality. He specializes in talent development, people experience strategies, and optimizing business outcomes. Khaled holds an MBA from ESCP-EAP, a Masters in European Business Law from the Sorbonne, and a Masters in Corporate Law from USJ. He provides hands-on HR and organizational development advisory across the GCC and MENA regions.

Contact

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