Transformation Pillar:
HR Digital Transformation & Operating Model

HR Technology Strategy

Selecting, Implementing, and Getting Value from HR Systems

COURSE OVERVIEW

HR technology is one of the largest investments an HR function makes, and one of the most frequently disappointing. Systems are chosen on features rather than needs, implementations run late, and adoption stalls. This two-day program equips HR leaders to build an HR technology strategy, select the right solutions, and manage implementation and adoption so the investment delivers.

Participants map their HR technology landscape against the HR operating model, define requirements and a business case, and run a structured selection process, from market scanning and vendor demonstrations to scoring, reference checks, and contract considerations. They then plan implementation, data migration, integration, testing, and change management, and learn how to evaluate the AI capabilities now embedded in HCM, talent, and learning platforms, including data privacy and vendor governance.

This program is delivered by world-renowned HR transformation expert, consultant, and author, **Mostafa Azzam**, who has selected and implemented HR and talent management systems for major organizations across the region.

COURSE OBJECTIVES

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

- **Map** the HR technology landscape to the HR operating model and business priorities.
- **Define** requirements, priorities, and a compelling business case.
- **Run** a structured, fair vendor selection process with clear scoring criteria.
- **Evaluate** AI capabilities in HR platforms, including privacy, security, and vendor governance.
- **Plan** implementation, data migration, integration, and testing.
- **Drive** adoption through change management, training, and value tracking.
- **Build** an HR technology roadmap and selection toolkit for their own organization.

COURSE METHODOLOGY

This program follows our decision-centered learning design, combining:

- **Opening Challenges:** Practical challenges that surface participants' assumptions before frameworks are introduced.
- **Expert-Led Briefings:** Concise, evidence-based input on concepts, frameworks, and emerging practice.
- **Case Studies and Simulations:** Realistic situations with genuine choices, where participants decide, defend, and reconsider.
- **Hands-on Activities:** Applying tools and frameworks, including AI tools, to participants' own work.
- **Ready-to-Use Tools and Templates:** Practical resources delegates can apply immediately in the workplace.
- **Capstone Project:** Produce an HR technology roadmap, requirements matrix, and vendor scoring model for your own organization.

WHO SHOULD ATTEND

This program is designed for:

- HR Directors and HRIS Leaders
- HR Technology and Digital HR Specialists
- HR Operations and Shared Services Managers
- IT and Procurement Professionals supporting HR systems
- Project Managers leading HR system implementations

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