



Accredited Africa Training Institute for Capacity Development

Unit FO409, Hatfield Plaza · 1122 Burnett St, Hatfield 0028 · Pretoria, Gauteng · South Africa

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COURSE BROCHURE

Strategic HR Planning and Organisational Strategy Alignment

Business, Commerce and Management Studies / Human Resources

Unit Standard 259143 · NQF Level 6 · 4 Credits · 1 Day

COURSE OVERVIEW

This course equips learners with the knowledge and insight to understand the critical relationship between strategic human resource planning and an organisation's overall strategic planning. Participants will learn how to align HR strategies with business goals to enhance organisational performance and competitiveness.

Category	Business, Commerce and Management Studies
Subfield	Human Resources
Unit Standard	259143
Accreditation	SAQA Accredited · NQF Level 6 · 4 Credits
Duration	1 day
Training Method	Online, On-Campus, In-House
Certificate	Issued via AATICD LMS – verifiable online

LEARNING OUTCOMES

- Demonstrate understanding of the relationship between strategic HR planning and organisational strategy.
- Analyse the impact of external and internal factors on HR planning.
- Apply HR planning processes to support organisational strategic objectives.
- Evaluate the role of HR in achieving competitive advantage through strategic alignment.
- Design HR strategies that integrate with the organisation's strategic plan.
- Implement HR plans that contribute to organisational effectiveness.

WHO SHOULD ATTEND

- This course is designed for HR professionals, managers, and business leaders involved in strategic decision-making within their organisations.
- It is also suitable for individuals aspiring to roles in HR management or strategic planning.

COURSE OUTLINE

Day 1: Foundations of Strategic HR Planning and Alignment

- Introduction to strategic HR planning and its importance
- Overview of organisational strategy and strategic management
- Linking HR strategy to business strategy: models and frameworks
- Environmental scanning: PESTLE and SWOT analysis for HR
- Forecasting HR demand and supply
- Gap analysis and action planning
- Aligning HR practices (recruitment, development, retention) with strategy
- Case study: Strategic HR alignment in a South African organisation

ASSESSMENT & CERTIFICATION

Delegates are assessed through exercises and a final test. A mark of **50% or above** earns an **AATICD Certificate of Completion**, issued digitally with a unique verification code. This course carries **4 NQF credits** at **NQF Level 6**.

PRICING (PER DELEGATE, EX-VAT)

Delegates	Training Method	Price per Delegate	Total
1	Online	R 14,100.00	R 14,100.00
1	In-House	R 18,300.00	R 18,300.00
1	On-Campus (Pretoria)	R 21,100.00	R 21,100.00

UPCOMING SESSIONS

Start	End	Method	Venue
11 Aug 2026	11 Aug 2026	On-Campus	Durban, South Africa
11 Aug 2026	11 Aug 2026	On-Campus	Mauritius
12 Aug 2026	12 Aug 2026	On-Campus	Cape Town, South Africa
13 Aug 2026	13 Aug 2026	On-Campus	Dubai, UAE
14 Aug 2026	14 Aug 2026	On-Campus	Pretoria, South Africa
17 Aug 2026	17 Aug 2026	On-Campus	Durban, South Africa
18 Aug 2026	18 Aug 2026	On-Campus	Shenzhen, China
19 Aug 2026	19 Aug 2026	On-Campus	Dubai, UAE

Contact us if no suitable date is listed – on-demand sessions can be arranged for groups.

HOW TO GET A QUOTE OR APPLY

1. **Get an instant quotation online:** visit www.aaticd.co.za, open the page for this course (Unit Standard 259143) and click **Get A Quote / Apply**. Select your training method and number of delegates – your quotation is generated immediately and emailed to you with the course brochure attached.
2. **Apply by email:** send the course title, your preferred training method (Online, In-House or On-Campus Pretoria), the number of delegates and your preferred dates to apply@aaticd.co.za – our team will reply with a formal quotation.
3. **Apply by phone or WhatsApp:** call +27 12 004 8389 or WhatsApp +27 65 077 6310 and we will prepare your quotation and reserve your seats.
4. **Confirm your booking:** accept the quotation and settle the invoice. As soon as payment is confirmed your delegates are enrolled and receive their AATICD LMS login details by email, along with joining instructions for their chosen training method.

Group discounts apply automatically – the more delegates you enrol, the lower the price per delegate. No payment is required to request a quotation.

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