



Strategic Leadership for Recruitment and Performance Management Leaders

PIK-1225 UK-LDN-1



Place	: London	Venue	: INDUSTRIOUS (1 and 2, 245 Hammersmith Road Floors, London W6 8PW) - TBC		
Start Date	: 22-12-2025	End Date	: 26-12-2025	PPP	: £4950



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**If you can't train them,
you can't blame them!**

Short Description:

This leadership training program is tailored for professionals who lead recruitment and performance management functions, blending core leadership principles with practical strategies for talent optimisation and organisational performance. It emphasises how to lead teams effectively, make strategic talent decisions, and create high-performance cultures within dynamic organisational contexts. The course covers self-leadership, strategic alignment, team motivation, decision-making, and change leadership. Participants will gain insights into balancing operational excellence with visionary leadership, learning how to influence culture, drive performance, and attract and retain top talent. Real-life case studies, interactive group activities, leadership self-assessments, and simulations will enable attendees to strengthen their leadership capabilities and align them with recruitment and performance management goals.

Course Overview:

COURSE OBJECTIVES

- Develop a strong leadership identity aligned with organisational values.
- Enhance strategic thinking in recruitment & performance contexts.
- Cultivate high-performance, inclusive, & accountable team environments.
- Improve communication, influence, & stakeholder management.
- Align leadership practices with talent acquisition & development goals.
- Navigate change, uncertainty, & conflict with confidence.
- Build a culture of continuous feedback, coaching, & development.

TARGET AUDIENCE

- Recruitment & Talent Acquisition Managers.
- Performance Management Leaders & HR Business Partners.
- Organisational Development & HR Strategy Professionals.
- HR Directors & Senior HR Specialists.
- Learning & Development Practitioners.
- Managers transitioning into strategic HR leadership roles.

Program Outline:

DAY 1: Leading from Within – The Foundation of Leadership

1. Understanding Your Leadership Identity.
2. Self-Assessment & Reflection.
3. Leadership Ethics & Integrity.

4. Time, Focus, & Energy Management.
5. Workshop: Personal Leadership Development Plan.

DAY 2: Leading Talent – Recruitment Strategy with Impact

1. Strategic Talent Acquisition Leadership.
2. Data-Driven Hiring Decisions.
3. Candidate Experience Leadership.
4. Building & Leading Hiring Teams.
5. Workshop: Design a Strategic Hiring Campaign.

Day 3: Leading for Performance – Driving Excellence Through People

1. Creating a Performance-Driven Culture.
2. Goal Setting & Performance Alignment.
3. Coaching & Feedback Leadership.
4. Performance Measurement & Evaluation.
5. Workshop: Performance Challenge Simulation.

Day 4: Strategic Leadership & Influence

1. Thinking & Acting Strategically.
2. Influence & Stakeholder Management.
3. Decision-Making Under Pressure.
4. Diversity, Equity, & Inclusion in Leadership.
5. Workshop: Strategic Influence Role Play.

Day 5: Leading Through Change & Building Legacy

1. Change Leadership Essentials
2. Building Resilient Teams.
3. Succession Planning & Talent Pipelines.
4. Legacy Leadership & Long-Term Impact.
5. Final Project: Leadership in Action Plan.