

Executive MBA in Human Resource Management

Human Resources
Berlin (Germany)
13 - 17 Jan 2025

UK Training

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Executive MBA in Human Resource Management

Ref: 3030_128424 **Date:** 13 - 17 Jan 2025 **Location:** Berlin (Germany) **Fees:** 4200 **Euro**

Introduction

This interactive and engaging training course examines how to master the critical areas of Human Capital Management, HRM, and Learning & Development. In this course, you will learn how to become a real partner in the organisation. You will also learn about the latest and best practices in training and organisational learning.

Course Objectives of Executive MBA in Human Resources

- Explain the importance of strategic human capital management
- Formulate a plan to transform strategic requirements into HR objectives
- Understanding of employee resourcing, recruitment & reward
- Understand performance management in a multi-cultural environment
- Illustrate examples of best practice in managing people
- Organisational strategy and its link to HR

Executive MBA in Human Resources Course Outlines

Day 1

Human Capital & Human Resource Management

- Understanding Human Capital
- The development of Strategic HR
- The Transformation of HR
- HR as a Strategic Partner

Day 2

People Resourcing

- Recruiting as a Two-way Process
- Specialist Resourcing Needs Employers
- Choosing the Appropriate Selection Methodology
- Use of Psychological Testing in Selection
- Assessment Centres - *State of the Art Selection*

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Day 3

Performance Management & Reward

- Performance Management
- Making Performance Appraisal Work
- Efficient Use of Feedback
- Understanding Compensation & Benefits
- Implementing Total Reward

Day 4

Human Development

- The Talent Management Model
- The Training Cycle
- How Adults Learn: Andragogy
- What are the best ways to train people?
- Evaluation of Training Effectiveness *cost-benefits analysis & ROI*

Day 5

Empowerment, Engagement, and Change

- The Context for Change
- Managing change or leading change?
- Employee Engagement & Empowerment
- Retaining Valued Employees
- Personal Action Planning

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