Executive MBA in Strategic Human Resource Management

27 September – 1 October 2027
Cape Town (South Africa)



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Why This Course

In today's fast-evolving business landscape, Human Resources is no longer a support function — it is a strategic driver of organizational success. The Executive MBA in Human Resource Management is an intensive 1-week program designed for HR professionals and business leaders who aim to transform HR into a catalyst for performance, innovation, and growth.

Through this program, participants will explore advanced HR strategies, modern talent management frameworks, and data-driven decision-making tools that align human capital with corporate objectives. By integrating global best practices with actionable insights, this course empowers HR leaders to shape organizational culture, build resilient teams, and lead with strategic influence.

What You'll Learn and Practice

By completing this program, participants will:

- Develop strategic HR management capabilities aligned with business goals.
- Design and execute innovative talent acquisition and retention strategies.
- Utilize HR analytics for data-driven, evidence-based decision-making.
- Strengthen leadership skills to drive cultural and organizational transformation.
- Anticipate global HR trends and adapt to the future of work.

The Program Flow

Day 1: Strategic HR Management

- Aligning HR strategy with corporate vision and goals.
- The evolving role of HR as a business partner.
- Leveraging HR metrics and analytics for strategic decision-making.
- Building and sustaining a high-performance culture.

Day 2: Talent Management and Acquisition

- Strategic workforce planning and succession alignment.
- Innovative recruitment and selection methodologies.
- Employer branding and crafting a compelling employee value proposition.
- Designing onboarding programs that drive engagement and retention.



Day 3: Performance Management and Compensation

- Redesigning performance management systems for agility and impact.
- Setting SMART goals and fostering a culture of continuous feedback.
- Total rewards frameworks and compensation strategy design.
- Linking pay for performance to business outcomes.

Day 4: Leadership Development and Succession Planning

- Identifying and nurturing high-potential talent.
- Developing and executing robust succession planning frameworks.
- Executive coaching, mentoring, and leadership pipeline development.
- Empowering leaders to manage change and inspire innovation.

Day 5: HR Innovation and Future Trends

- Digital transformation in HR: AI, automation, and HR tech.
- Managing hybrid and remote teams for productivity and inclusion.
- Advancing diversity, equity, and inclusion DEI as a business strategy.
- Adopting agile HR practices for flexibility and resilience.

Individual Impact

- Gain the confidence and tools to drive strategic HR transformation.
- Enhance leadership influence and stakeholder engagement.
- Acquire practical skills in analytics, digital HR, and organizational design.
- Build readiness for senior HR or executive leadership roles.

Organizational Impact

- Strengthen alignment between HR strategy and business performance.
- Improve talent retention, engagement, and leadership continuity.
- Build a data-driven HR function that supports agility and innovation.
- Foster a culture of performance, inclusion, and continuous improvement.

Training Methodology

This program blends strategic frameworks with applied learning through:

- Interactive workshops and real-world HR case studies.
- Practical exercises in analytics, leadership, and change management.
- Peer-to-peer learning from cross-industry HR leaders.
- Action planning to translate learning into immediate organizational impact.



Beyond the Course

Upon completion, participants will be equipped to lead HR as a strategic business partner, driving transformation, innovation, and sustainable organizational success.

Graduates of this program will emerge as visionary HR leaders—ready to redefine the future of human capital management.

