HR Management Course: Mini Master in Human Resource Management

18 – 29 January 2027
Madrid (Spain)



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Introduction

New business requirements, innovations, and advances in human resource development management necessitate HR strategically aligning with the business. HR is no longer seen as a mere cost center but has evolved into a vital component delivering tangible value to the organization.

This HR management course necessitates renovating HR's structure and approach, aligning it with advanced human resource management practices that measure HR's contribution to business success.

This innovative and dynamic mini master in human resource management program encapsulates the latest thinking and models for strategic HR, equipping participants with a comprehensive human resource management certificate.

The HR management course is designed for HR professionals looking to enhance their skills and knowledge through training in human resource management, reflecting international HR methodologies and models.

In our fast-changing business environment, HR managers manage complex responsibilities, requiring continuous management and leadership skills enhancement. The mini master in HR management course specifically targets these needs, poised to deliver essential techniques and insights for today's challenging corporate landscape.

Targeted Groups

- Head of departments.
- Managers, supervisors, and team leaders.
- HR managers.
- HR professionals seek to bolster their knowledge with advanced studies, such as a mini master's degree.
- This masters in human resource management is for employees poised for promotion to managerial roles.

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Course Objectives

Upon completing this HR management course, participants will:

- Manage and motivate personnel with heightened effectiveness.
- Foster the development of high-performance teams.
- Grasp and leverage strategic planning methodologies.
- Engage in successful negotiations.
- Apply the Baldrige performance criteria as an excellence benchmark within their organizations.
- Update their knowledge base with international HR best practices.
- Experience a variety of new HR measurement tools.
- Adopt strategic HR thinking with an end-to-end approach.
- Elevate organizational performance through innovative performance appraisal techniques.
- Explore strategies for enhancing management performance.
- Gain insights into effective team implementation.
- Investigate strategic planning techniques.
- Sharpen negotiation competencies.
- Study the Baldrige criteria for organizational excellence.
- Dive into applying management practices regarded as the best in the field.
- Understand the reimagination of the HR framework structure.
- Employ the HR maturity model to strategize future directions.
- Utilize strategic models and implementation processes to deliver results.
- Infuse corporate culture programs to execute cultural transformations.
- Reform appraisal systems to yield quantifiable performance and competency outcomes.
- Discover creative methodologies for boosting HR performance.
- Meet new challenges in compensation and benefits structuring.
- Engage with knowledge management and the significance of emotional intelligence in tomorrow's enterprises.
- Generate added value that surpasses conventional performance indicators.

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Targeted Competencies

At the end of this mini master in HR management course, the target competencies will be able to develop:

- Enhanced management skills.
- Refined leadership capabilities.
- Comprehensive people management approaches.
- Strategic change management.
- Mastery of strategic planning.
- Proficient negotiation skills.

Course Content

Unit 1: People Management

- Embracing the sociotechnical management system.
- Mastery of effective communication techniques.
- Motivational strategies for optimal results.
- Strengthened coaching competencies.
- Empowerment tactics for superior employee performance.
- Traits of a successful manager in the realm of human resource management services.

Unit 2: Leading Teams

- Harnessing the advantages of teamwork.
- Identifying traits of ineffective teams.
- Characteristics of effective teams.
- Positive conflict management within teams.
- Recognition of individual team member styles.
- Formulating high-performing virtual teams.

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Unit 3: Strategic Planning

- Dissecting the strategic planning process.
- Securing a competitive edge.
- Utilizing dynamic SWOT analysis tools.
- Focusing on the power of vision and mission.
- The significance of contingency planning.
- Examining case studies of strategic success and failure.

Unit 4: Negotiating for Results

- Insights into the negotiation process.
- Qualities of an Impactful Negotiator.
- Crafting effective negotiation strategies.
- Utilizing persuasive negotiation techniques.
- Achieving benefits through adept negotiating.
- Engaging in practical negotiation exercises.

Unit 5: Operational Excellence

- Insights into the Malcolm Baldrige quality award as a standard for excellence.
- Lessons from leading companies.
- Benchmarking your operation against top-tier organizations.
- Generating employee commitment.
- Management of continuous improvement initiatives.
- Creating high-performance organizational structures.

Unit 6: The Changing Expectations of Human Resources

- Impacts of global change.
- Technologies influence future business landscapes.
- Essential shifts in organizational structures.
- Adapting to the evolving needs of internal and external HR clientele.
- Evaluating the current HR landscape using change models.

Unit 7: How Strategy Works - The Model and The Implementation

- Examination of the four strategic models and their applications.
- Internal organizational strategy incorporation using the LAND model.
- The synergy of creativity and innovation in strategic thinking.

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Unit 8: Translating Strategy Into Action and Use of Corporate Culture

- Transitioning strategies into actionable business plans.
- Applying the 6 S model to yield measurable planning outcomes.
- Crafting quality HR plans with precision.
- Delivering quantifiable business benefits.
- The necessity of planning to obtain results.

Unit 9: Significant Changes in How International HR Will Function in The Future

- Re-engineering HR processes.
- Introducing the three-tier HR model and its benefits.
- Management of Human Capital and its valuation.
- The development and measurement of competency and performance metrics.
- Designing and employing corporate culture frameworks.
- Evolution of recruitment functions.

Unit 10: Significant HR Actions That Can Help Improve The Efficiency of The Organization

- Comprehension of rightsizing and its continuous nature.
- How can revamping pay and conditions enhance productivity without extra costs?
- A fresh perspective on performance appraisal for consistent improvements.
- Implementing a new motivation model for measurable results.
- A renewed role for HR in corporate communications.
- Management of emerging trends: knowledge management, remote work, and predictive forecasting.