

€ TRAINING

HR Mini-MBA



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Introduction:

The Human Resources HR 'Executive Mini-MBA' - 1 week Course

This course from BOC is designed to give participants who are experienced HR professionals the chance to learn more about the HR business model and to refresh their knowledge and skills in the rapidly changing modern world. During the one-week course, delegates will learn a number of methods and principles which will give them an understanding of how an effective HR system works, and how they can implement certain procedures that will help them and their personnel function better as a team.

Course Objectives:

At the end of this course the participants will be able to:

- Understand the elements of an effective HR system.
- Develop effective organizational structures.
- Conduct job analysis and prepare job descriptions.
- Source, screen, interview and select the right candidate.
- Develop and implement your company's training plan.
- Implement an effective performance management system.
- Understand and shape people's behavior in organizations.
- Improve their knowledge of key business areas like corporate strategies, finance leadership, and project management.

Targeted Audience:

- HR Directors.
- Group HR Managers.
- Business Partners.
- HR Controllers.
- HR professionals seeking to enhance their strategic thinking.

Course Outlines:

Unit 1:

- Mastering Strategy and Strategic HR Thinking.
- Classic notions of business strategy.
- What are strategy and strategic thinking?.

Unit 2:

- Sustainable Strategy: from Planning to Implementation.
- Reviewing classic strategic challenges.
- Global Human Resource Management Strategie.

Unit 3:

- Resourcing and Talent Management
- Evaluating individuals' strengths and areas for development
- Effective feedback
- Delegation as a development tool

Unit 4:

- Motivation.
- Coaching Skills.
- Marketing in a Global Age; Employability and Consulting Skills.
- Finance, Funding, and Legislative Frameworks for Success.

Unit 5:

- Business and Management Research Methods or Entrepreneurship: Creating a Business Opportunity.
- International Organisational Development; Developing People.
- Strategic Change Management and HR as a Business Partner.