# Executive Mini MBA in Human Resources Management Training Course

31 October – 4 November 2027
Geneva

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**Ref:** 1611_218960 **Date:** 31 October – 4 November 2027 **Location:** Geneva **Fees:** 6200 Euro

## Overview

Executive Mini MBA in Human Resources Management Training Course is a one-week course for HR managers, HR business partners, people operations leaders, functional specialists, and managers with broad people responsibilities, who leave with an HR Management Decision Portfolio. The course connects people strategy, strategic workforce planning, organization design, talent systems, employee relations, people analytics, and HR governance so participants can align choices, controls, and measures with business priorities. Agile Leaders Training Center develops executive human resources management practice.

## Who Should Attend

- Professionals responsible for translating business priorities into people strategy
- Leaders accountable for workforce plans, organizational capability, and HR service delivery
- Partners who advise business units on talent, performance, and employee decisions
- Specialists moving from one HR discipline into broader management responsibility
- Managers who oversee people risks, workforce costs, and organizational change

The course assumes participants already contribute to people or business decisions, and leaves out legal advice, payroll system configuration, and certification preparation.

## Departments and Industries

The course supports human resources management across public services, financial services, manufacturing, technology, healthcare, hospitality, and professional services.

- Human resources and people operations departments
- Strategy, transformation, and organization development teams
- Finance, risk, governance, and internal control functions
- Technology, manufacturing, and supply chain organizations
- Healthcare, hospitality, and professional service organizations

## Learning Objectives

By the end of this course, participants will be able to:

- Analyze business priorities and build a people strategy
- Apply strategic workforce planning and organization design methods
- Evaluate connected talent, performance, learning, and reward choices
- Use employee relations and HR operations controls
- Build people analytics measures and governance routines
- Prioritize an executive HR management action plan

## Course Agenda

## Day 1: People Strategy and Business Alignment

- Business Context and People Strategy Alignment Map
- HR Operating Model and Service Portfolio Canvas
- Stakeholder Influence and Decision Rights Matrix
- HR Value Chain and Outcome Measure Tree
- People Risk and Assumption Register

## Day 2: Workforce and Organization Architecture

- Strategic Workforce Planning Demand and Supply Model
- Workforce Scenario and Capability Gap Analysis
- Organization Design Principles and Structure Options
- Role Architecture and Accountability Matrix
- Workforce Action and Transition Roadmap

## Day 3: Integrated Talent and Performance Systems

- Talent Acquisition Funnel and Selection Scorecard
- Performance Goal and Review Cycle Design
- Learning Needs and Capability Pathway Matrix
- Succession Risk and Talent Review Grid
- Total Rewards Principles and Decision Framework

## Day 4: Employee Relations, Analytics and Governance

- Employee Relations Case Triage and Escalation Map
- HR Operations Control and Service-Level Dashboard
- People Data Definition and Metric Catalogue
- People Analytics Question and Evidence Canvas
- HR Governance Forum and Accountability Calendar

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## Day 5: Executive HR Management Practice

- Exercise: People Strategy Alignment Case
- Exercise: Workforce Scenario and Organization Design Review
- Exercise: Talent, Performance, Learning, and Reward Calibration
- Exercise: Employee Relations, Analytics, and Governance Briefing
- Capstone: HR Management Decision Portfolio

## Practical Exercises

The course uses suggested activities to connect executive human resources management choices with evidence and implementation.

- Suggested activity: translate a business scenario into a people strategy map and outcome measures
- Suggested activity: reconcile workforce demand, capability gaps, and organization design options
- Suggested activity: calibrate connected talent, performance, learning, and reward decisions
- Suggested activity: present an HR Management Decision Portfolio with priorities, controls, measures, and owners

## FAQs

### Who suits the Executive Mini MBA in Human Resources Management Training Course?

HR managers, HR business partners, people operations leaders, functional specialists, and managers with broad people responsibilities suit the course when they already contribute to people or business decisions.

### How does an HR management Mini MBA course differ from an HR specialist course?

An HR management Mini MBA course integrates strategy, workforce, organization, talent, operations, analytics, and governance; an HR specialist course develops deeper capability in one discipline such as recruitment, rewards, or employee relations.

### What should an executive people strategy connect?

An executive people strategy should connect business priorities, workforce capabilities, organization choices, talent systems, employee experience, costs, risks, measures, governance, and accountable owners.

### How does strategic workforce planning support HR management decisions?

Strategic workforce planning compares future demand with available capacity and capability, tests scenarios, identifies gaps, and turns findings into build, buy, borrow, redeploy, retain, or redesign actions.

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## Which people analytics measures belong in an HR governance dashboard?

People analytics measures belong in an HR governance dashboard when each has a defined business question, owner, calculation, source, review frequency, threshold, interpretation, and decision response.

## Conclusion

Participants take back an HR Management Decision Portfolio. It connects people strategy, workforce and organization choices, talent systems, HR operations, employee relations, analytics, risks, governance, measures, and accountable owners. The portfolio changes fragmented HR initiatives into a prioritized action plan that can be discussed, governed, and reviewed with business stakeholders.