



Mini-MBA in HR and Learning Development Training Course

5 – 16 April 2027
Frankfurt

Mini-MBA in HR and Learning Development Training Course

Ref: 1643_221392 **Date:** 5 – 16 April 2027 **Location:** Frankfurt **Fees:** 10000 Euro

Overview

Mini-MBA in HR and Learning Development Training Course is a two-week professional programme for HR, L&D, talent, and capability practitioners who connect workforce decisions with measurable learning impact. Participants build a People and Learning Strategy Portfolio linking business priorities, workforce capability, employee experience, talent systems, learning architecture, analytics, governance, and change. The Mini-MBA format strengthens commercial and cross-functional decisions but does not award an academic degree or named certification. Agile Leaders Training Center develops practical, evidence-informed people capability.

Who Should Attend

- HR managers, business partners, and experienced generalists
- Learning and development managers and programme leads
- Talent management and organisation development practitioners
- People analytics and workforce planning specialists
- Managers responsible for organisation-wide capability

Learning Objectives

- Translate business priorities into workforce and capability choices
- Align resourcing, employee experience, and retention
- Build learning architecture connecting needs, design, transfer, and evaluation
- Integrate performance, talent, succession, mobility, and career development
- Use people and learning analytics to demonstrate value
- Shape governance, technology, investment, and change
- Present a board-ready People and Learning Strategy Portfolio

Course Agenda

Day 1: Business Context and People Value

- Business Model and Stakeholders
- People Function Value Logic
- Commercial Acumen
- Ethical and Evidence-Based Decisions
- Strategy Baseline



Day 2: Workforce Strategy and Capability Risk

- Demand, Supply, and Scenarios
- Critical Roles and Segmentation
- Skills Taxonomy and Inventory
- Build, Buy, Borrow, Move, and Automate Choices
- Capability Risk Register

Day 3: Employee Lifecycle and Experience

- Role Architecture and Resourcing
- Selection and Candidate Experience
- Onboarding and Role Readiness
- Employee Listening and Journey Mapping
- Retention Drivers and Measures

Day 4: Learning Needs and Capability Architecture

- Performance and Organisation Analysis
- Capability Frameworks and Proficiency
- Learning Portfolio and Pathways
- Formal, Social, Experiential, and Workflow Learning
- Learning Governance

Day 5: Learning Design, Delivery, and Transfer

- Outcomes and Assessment Alignment
- Adult Learning and Practice Design
- Facilitation and Blended Delivery
- Manager Support and Transfer
- Accessibility and Quality Assurance

Day 6: Performance, Talent, and Careers

- Expectations and Feedback Rhythm
- Talent Criteria and Calibration
- Career Architecture and Mobility
- Development Planning and Coaching
- Succession Readiness



Day 7: Organisation Development and Change

- Organisation Diagnosis
- Culture and Leadership Signals
- Change Readiness
- Consulting and Business Partnering
- Adoption and Benefits

Day 8: People and Learning Analytics

- Decision Questions and Data Definitions
- Descriptive and Diagnostic Reasoning
- Learning Transfer and Impact
- Workforce and Talent Indicators
- Dashboard Story and Limitations

Day 9: Technology, Investment, and Governance

- HR and Learning Technology
- Process, Data, Privacy, and Access
- Portfolio Cost and Prioritisation
- Vendor Evaluation
- Ownership and Assurance

Day 10: Integration and Executive Presentation

- Strategic Choices and Dependencies
- People and Learning Operating Rhythm
- Roadmap, Resources, Risks, and Measures
- Executive Narrative
- Capstone Portfolio Presentation

Practical Exercises

- Convert a business scenario into workforce priorities
- Map a critical employee journey
- Design a blended learning pathway
- Calibrate a talent and succession case
- Build an executive dashboard
- Present an integrated roadmap



Course Outputs

- People Value Map
- Workforce Capability Risk Register
- Employee Experience Map
- Learning Architecture and Evaluation Plan
- Talent and Succession Framework
- Analytics Dashboard Blueprint
- People and Learning Strategy Portfolio

FAQs

Is this an academic MBA?

No. Mini-MBA describes the integrated business-oriented format; this course does not confer a degree.

Does it prepare participants for certification?

No. It uses recognised professional capability themes but is not examination preparation.

How are HR and learning integrated?

Modules connect workforce decisions with capability building, transfer, talent systems, measures, governance, and outcomes.

What is the practical result?

A structured portfolio containing priorities, measures, governance, risks, and a phased roadmap.

Is management experience required?

No, but participants should understand workplace HR or learning processes.