

Strategic Human Capital Management : Finding, Catching, and Keeping the Best Talent

18 – 22 January 2027
Madrid

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Ref: 36057_4795 **Date:** 18 – 22 January 2027 **Location:** Madrid **Fees:** 5700 Euro

Advanced HR Course: The Path to Becoming a Business Partner in HR

This intensive 1-week course, 'HR Business Partnership and Human Capital Management Mastery,' offers a comprehensive learning experience designed to provide you with strategic insights, practical HR tools, and recruitment expertise. As part of our unrivaled HR courses, this training program will empower HR professionals to become effective HR business partners, amplifying their role within their organizations. The course offers a deep dive into the essential components of human capital management, including a specialized recruitment training course and a recruitment analytics course, making it one of the most beneficial human resources courses available. Expect an immersive learning experience that elevates your understanding of human capital development and enhances your skills as a recruitment specialist.

Target Audience

- HR Business Partners
- HR Managers and Executives
- Recruitment Consultants
- Human Capital Managers
- Any professional looking to transition to HR or improve their HR skills

Targeted Organizational Departments

- Human Resources
- Recruitment
- Talent Management
- Employee Relations
- Leadership and Management

Targeted Industries

This course would prove particularly beneficial for the following industries:

- Technology and IT services
- Healthcare
- Education
- Nonprofit organizations
- Consulting services

Course Offerings

By the end of this course, participants will:

1. Understand the strategic role of an HR Business Partner in an organization
2. Gain knowledge on comprehensive Human Capital Management
3. Have the ability to develop and implement an HR Training Program
4. Acquire skills for advanced recruitment and selection procedures
5. Understand and apply recruitment analytics to improve recruitment strategies

Training Methodology

Our training methodology is highly interactive and designed for maximum engagement and learning retention. Case studies that represent real-life scenarios will provide a practical context for the HR courses. We encourage group work and discussions to foster collaborative learning and ideation. Interactive sessions will enable you to grasp complex concepts through participatory learning, while feedback sessions with our trainers ensure your doubts and questions are addressed promptly. HR Training Programs are designed to reflect current industry trends and requirements.

Course Toolbox

You will be provided with:

- Comprehensive digital course materials
- Practical HR templates and checklists
- Access to an online resource hub
- Proprietary HR analytics software for hands-on learning
- Recommended reading materials on HR Business Partnering and Human Capital Management

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Course Agenda

Day 1: Setting the Stage for Modern HR and Recruitment

• Topic 1: Understanding the HR Business Partner model and its strategic importance

• Topic 2: New Rules for a New Age: Redefining HR and Recruitment

• Topic 3: Recruiting Myths and Realities: Challenging Conventional HR Approaches

• Topic 4: Evangelical Zeal and a SEAL Team's Focus: Adopting a Resolute Approach to HR

• Reflection & Review: Discussion on modern HR trends and reshaping HR strategies

Day 2: Mission, Vision, and Perception in HR

• Topic 1: Fundamentals of Human Capital Management

• Topic 2: Map the Organization's Foundational Mission and Values: Aligning HR with Business

• Topic 3: Seeing Your Perceptions and Their Realities: Developing Objective HR Processes

• Topic 4: Drivers: Mapping the Candidates' Missions and Values

• Reflection & Review: Interactive session on aligning HR processes with business and candidate values

Day 3: The HR Process: From Strategy to Execution

• Topic 1: Slow Down, Use a Process, Move Beyond the Specs: HR Planning and Strategy

• Topic 2: Extract the Matches: Effective Recruitment and Selection Course

• Topic 3: Creating impactful HR Training Programs

• Topic 4: Understanding the role of HR courses in employee development

• Reflection & Review: Group exercise on designing an HR training session

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Day 4: Specialized Roles and Future Trends in HR

• Topic 1: High-Level Hires: Leaders and Managers - Recruitment and Selection Strategies

• Topic 2: Finding and Recruiting People Who Get Things Done: An HR Business Partner's Guide

• Topic 3: Your First Hire: Bringing Entrepreneurial Energy and Agility to a New Skill Set

• Topic 4: The Employee of the Future: Recruiting with an Eye Toward Emerging Trends

• Reflection & Review: Case study on Recruitment and Hiring Strategies

Day 5: Integration, Strategy, and Mastery

• Topic 1: Integrating HR and Business Strategies

• Topic 2: HR's role in Organizational Development and Culture

• Topic 3: Applying Recruitment Analytics in Talent Acquisition

• Topic 4: Course for Recruitment Consultant: Becoming a Recruitment Specialist

• Reflection & Review: Group presentations on strategic HR projects

How This Course is Different from Other HR Courses

Unlike other HR courses, 'HR Business Partnership and Human Capital Management Mastery' provides an all-encompassing view of the strategic role of HR and the modern techniques employed in Human Capital Management. The training combines key elements of HR business partnering, human capital development, and recruitment mastery. The program also includes a specialized recruitment analytics course, which sets it apart from traditional HR training programs. This makes the course an essential tool for anyone looking to excel in HR and recruitment.