BLACKBIRD FOR TRAINING

Executive MBA in Human Resource Management

Barcelona (Spain)

6 - 10 October 2025

www.blackbird-training.com

Executive MBA in Human Resource Management

Code: HR28 From: 6 - 10 October 2025 City: Barcelona (Spain) Fees: 4400 Pound

Introduction

This interactive and engaging training course examines how to master the critical areas of Human Capital Management, HRM, and Learning & Development. In this course, you will learn how to become a real partner in the organisation. You will also learn about the latest and best practices in training and organisational learning.

Course Objectives of Executive MBA in Human Resources

- Explain the importance of strategic human capital management.
- Formulate a plan to transform strategic requirements into HR objectives.
- Understanding of employee resourcing, recruitment & reward.
- Understand performance management in a multi-cultural environment.
- Illustrate examples of best practice in managing people.
- Organisational strategy and its link to HR.

Executive MBA in Human Resources Course Outlines

Day 1

Human Capital & Human Resource Management

- Understanding Human Capital.
- The development of Strategic HR.
- The Transformation of HR.
- HR as a Strategic Partner.

Day 2

People Resourcing

- Recruiting as a Two-way Process.
- Specialist Resourcing Needs Employers.
- Choosing the Appropriate Selection Methodology.
- Use of Psychological Testing in Selection.
- Assessment Centres - State-of-the-Art Selection.

Day 3

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Performance Management & Reward

- Performance Management.
- Making Performance Appraisal Work.
- Efficient Use of Feedback.
- Understanding Compensation & Benefits.
- Implementing Total Reward.

Day 4

Human Development

- The Talent Management Model.
- The Training Cycle.
- How Adults Learn: Andragogy.
- What are the best ways to train people?
- Evaluation of Training Effectiveness cost-benefits analysis & ROI.

Day 5

Empowerment, Engagement, and Change

- The Context for Change.
- Managing change or leading change?
- Employee Engagement & Empowerment.
- Retaining Valued Employees.
- Personal Action Planning.

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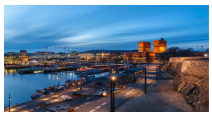
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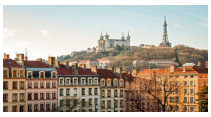
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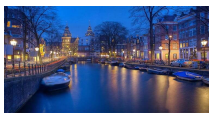
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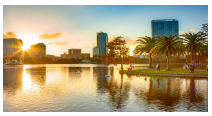
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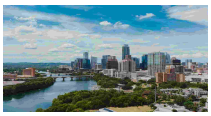
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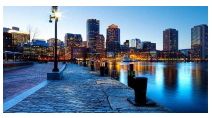
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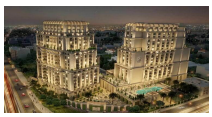
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