BLACKBIRD FOR TRAINING

Executive MBA in Human Resource Management

28 June – 2 July 2027
Toronto (Canada)



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Introduction

This interactive and engaging training course is designed for professionals looking to master the critical areas of Human Capital Management, training in hr management HRM, and Learning & Development. Through this course, you will gain a comprehensive understanding of how to become a strategic partner within your organization by leveraging human resource management best practices. You will also be introduced to the latest approaches in training and organizational learning that help drive employee performance and organizational success. If you are looking for a Human Resource Management MBA course that can elevate your career, this course is the ideal starting point.

Course Objectives

By the end of this Executive MBA in Human Resources, participants will be able to:

- Explain the importance of strategic human capital management and how it drives organizational success.
- Formulate a plan to transform strategic requirements into HR objectives aligned with the business goals.
- Understand employee resourcing, including recruitment and reward systems, and the role they play in HR success.
- Develop the skills needed to manage performance in a multi-cultural environment, addressing global HR challenges.
- Illustrate examples of best practices in managing people, enhancing both employee satisfaction and performance.
- Recognize the link between organizational strategy and HR management, ensuring HR decisions align with overall business objectives.
- Gain a thorough understanding of the role of human resource management in modern organizations and the evolving human resource management system.

Course Outlines

Day 1: Human Capital & Human Resource Management

- Understanding Human Capital: How human resources are the most important asset for organizational success.
- The development of Strategic HR and its transformation into a key player in organizational strategy.
- The shift from traditional HR to HR as a Strategic Partner in business development.



Day 2: People Resourcing

- Recruiting as a Two-way Process: Understanding the mutual benefits of effective recruitment.
- Specialist Resourcing Needs: Identifying and addressing employer-specific talent requirements.
- Choosing the appropriate selection methodology for hiring the best candidates.
- The use of psychological testing in selection and the role of assessment centres in state-of-the-art selection methods.

Day 3: Performance Management & Reward

- Understanding performance management techniques and tools.
- Making performance appraisal work through effective feedback and development.
- Compensation & Benefits: Understanding how to align compensation packages with organizational goals.
- Implementing Total Reward systems that enhance employee motivation and engagement.

Day 4: Human Development

- The Talent Management Model: Identifying, developing, and retaining top talent.
- The training cycle: Designing effective training programs and measuring their success.
- How adults learn: Understanding Andragogy and applying it to training and development.
- Evaluating training effectiveness using cost-benefit analysis & ROI to measure the impact of learning and development efforts.

Day 5: Empowerment, Engagement, and Change

- The context for change in the workplace and how HR plays a key role in driving organizational transformation.
- Managing change vs. leading change: The difference between adapting to change and proactively shaping it.
- Employee engagement and empowerment strategies to boost morale and retention.
- Retaining valued employees: Effective retention strategies to ensure talent stays with the organization.
- Creating a personal action plan to implement HR strategies effectively in the workplace.

Why Attend this Course: Wins & Losses!

Attending this training in hr management MBA course offers numerous benefits:



- Strategic HR Leadership: Develop the skills to be a true partner in the organization by aligning HR goals with overall business strategies.
- Global HR Insights: Learn how to manage performance in multi-cultural environments, making you a valuable asset to any global organization.
- Practical Application of HR Best Practices: Gain hands-on experience with best practices in people management, ensuring you can immediately apply your learning to real-world challenges.
- Comprehensive Understanding of Human Resource Functions: Explore the role of human resource management, covering everything from recruitment and performance management to compensation & benefits.
- Talent Development Strategies: Learn how to manage and develop talent within your organization, from employee resourcing to reward systems.
- Transformative Learning Experience: The course includes comprehensive learning on human capital management, giving you a strategic approach to managing and empowering your workforce.
- Career Advancement: Whether you are looking for an MBA in Human Resources Management or a Strategic Human Resource Management MBA, this course will provide you with the qualifications and knowledge to progress to senior HR roles.

Conclusion

The Executive MBA in Human Resources is designed for professionals eager to take on leadership roles in human capital management and HR strategy. By mastering the essentials of HRM, including performance management, employee engagement, and learning & development, you will be well-equipped to drive change, improve organizational effectiveness, and foster a high-performance culture. Whether you are looking for an MBA in organizational development or a specialized human resource management MBA, this course will provide the tools and insights needed to succeed in today's dynamic business environment.

