Essentials of Human Resources Management & Development

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Malaga (Spain)

UK Trainig
PARTNER



Essentials of Human Resources Management & Development

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Why This Course

As organizations face rapid transformation, evolving workforce expectations, and heightened competition for top talent, the role of Human Resources has become more strategic than ever. HR professionals today must not only manage people-related processes but also drive organizational growth, shape culture, and support long-term business success.

The Human Resources Management & Development Executive Program is an intensive 1-week learning experience designed for HR practitioners, managers, and aspiring leaders seeking to strengthen their capabilities across core HR functions. This program blends foundational HR concepts with practical tools, modern methodologies, and hands-on applications that prepare participants to excel in today's dynamic business environment.

Through real-world case studies, interactive exercises, and structured frameworks, participants will gain the confidence and expertise needed to lead HR initiatives that attract, develop, and retain high-performing talent.

What You'll Learn and Practice

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

- Design and implement strategic HR plans aligned with organizational goals
- Master talent acquisition, workforce planning, retention, and succession strategies
- Develop and manage performance evaluation systems that drive employee growth
- Create impactful training and development programs that strengthen organizational capability
- Apply best practices in employee relations, culture building, and organizational development

The Program Flow

Day 1 - Strategic Human Resources Management

- The evolution of HR and its essential strategic role
- Aligning HR strategy with business vision and organizational priorities
- HR analytics, metrics, and data-driven decision-making
- Legal and ethical considerations in modern HR practice



Day 2 - Talent Acquisition & Management

- Workforce planning, job analysis, and role design
- Recruitment strategies, employer branding, and sourcing techniques
- Selection processes, assessment tools, and competency-based interviews
- Effective onboarding and employee retention strategies

Day 3 - Performance Management & Compensation

- Designing effective performance management systems
- Setting goals, conducting evaluations, and giving constructive feedback
- Compensation strategies, benefits administration, and pay structures
- Managing underperformance and promoting accountability

Day 4 - Learning & Development

- Conducting training needs assessments
- Designing learning programs and selecting training methodologies
- Measuring training effectiveness and calculating ROI
- Career development pathways and succession planning frameworks

Day 5 - Organizational Development & Employee Relations

- Shaping and sustaining organizational culture and values
- Change management and organizational transformation strategies
- Employee engagement, motivation, and retention best practices
- Conflict resolution, workplace diversity, and inclusive culture building

Individual Impact

Participants will complete the program with:

- A strategic HR plan tailored to their organization’s priorities
- A comprehensive and actionable talent management framework
- An effective performance management system ready for implementation
- A structured employee development and training roadmap
- Stronger capabilities in leadership, communication, and decision-making

Organizational Impact

Organizations will benefit from HR professionals who can:



- Align HR practices with business objectives to support long-term growth
- Strengthen talent acquisition, development, and retention outcomes
- Improve workforce performance through structured evaluation and coaching
- Build a positive, productive, and engaging organizational culture
- Lead change initiatives and support workforce transformation

Training Methodology

The program employs a practical and interactive learning approach, including:

- Real-world HR case studies and best-practice comparisons
- Group workshops, role-playing, and simulation activities
- Templates, tools, and frameworks for immediate on-the-job application
- Facilitated discussions and peer-to-peer learning exchanges
- Instructor-led presentations and guided exercises

Beyond the Course

Participants will return equipped to:

- Lead HR functions with strategic insight and operational excellence
- Implement modern talent practices that strengthen organizational capability
- Drive cultural transformation and employee engagement
- Support leaders and teams with effective HR systems and developmental tools

