



*Training Course:
The HR Management MBA*

*15 - 26 February 2027
Kigali (Rwanda)*

Training Course: The HR Management MBA

Training Course code: HR3043 From: 15 - 26 February 2027 Venue: Kigali (Rwanda) - Training Course Fees: 9700 € Euro

Introduction

In today's rapidly evolving global economy, Human Resources has transitioned from an administrative function into a **core strategic partner** that directly influences organizational performance, competitiveness, and sustainability. Emerging business models, digital transformation, and international HR frameworks require HR leaders to operate in full alignment with corporate strategy and value creation.

The **HR Management MBA**, designed by **Global Horizon Training Center**, is a comprehensive executive-level program that equips participants with advanced capabilities in **strategic HR leadership, organizational transformation, and performance optimization**. This program integrates modern management theories, global HR models, and applied leadership practices to enable participants to **drive change, enhance workforce productivity, and deliver measurable business impact**.

Participants will explore how to build high-performance teams, implement strategic planning methodologies, apply global excellence frameworks, and utilize advanced HR analytics and measurement tools. The program emphasizes **practical application**, ensuring participants leave with actionable strategies that can be immediately deployed within their organizations.

Program Objectives

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

- Strengthen leadership and managerial effectiveness in HR roles
- Build and sustain high-performance teams
- Apply advanced strategic planning and execution frameworks
- Develop and implement effective negotiation strategies
- Utilize the Malcolm Baldrige Performance Excellence Framework for benchmarking and excellence
- Analyze and implement modern HR operating models and structures
- Apply HR maturity models to assess and transform HR capabilities
- Design end-to-end strategic HR frameworks aligned with business goals
- Drive organizational culture transformation initiatives
- Improve performance management systems using competency-based approaches
- Apply innovative compensation and benefits strategies
- Leverage knowledge management and emotional intelligence in HR leadership
- Create measurable organizational value beyond traditional KPIs

Target Audience

- HR Managers and HR Directors

- Senior HR Business Partners
- Organizational Development Leaders
- Talent Management Professionals
- Senior Executives involved in HR strategy
- Professionals transitioning into HR leadership roles

Training Outline

Day 1: People Management & Leadership Foundations

- Sociotechnical approaches to HR management
- Advanced communication and influence techniques
- Motivating employees for high performance
- Coaching and mentoring methodologies
- Employee empowerment strategies
- Characteristics of high-impact leaders

Day 2: Leading High-Performance Teams

- Building effective and resilient teams
- Identifying and addressing team dysfunctions
- Managing conflict constructively
- Understanding team dynamics and behavioral styles
- Managing virtual and hybrid teams

Day 3: Strategic Planning & Competitive Advantage

- Strategic planning processes and tools
- Achieving competitive advantage through HR
- Dynamic SWOT analysis
- Vision, mission, and alignment
- Contingency planning and risk mitigation
- Case studies on strategic success and failure

Day 4: Negotiation & Influencing Skills

- Principles of negotiation in HR contexts
- Characteristics of effective negotiators
- Developing negotiation strategies
- Persuasion and influencing techniques
- Practical negotiation exercises

Day 5: Operational Excellence & Benchmarking

- Introduction to the Baldrige Excellence Framework
- Benchmarking against high-performing organizations
- Building employee commitment and engagement
- Continuous improvement strategies
- Developing high-performance organizations

Day 6: The Future of HR & Organizational Transformation

- Global HR trends and transformation drivers
- Impact of digital technologies on HR
- Redesigning HR structures and operating models
- HR transformation diagnostics and readiness assessment

Day 7: Strategic Models & Implementation

- Advanced strategic HR models
- Organizational measurement tools and frameworks
- LAND model application
- Creativity and innovation in strategic thinking

Day 8: Translating Strategy into Action

- Converting strategy into executable plans
- The 6S model for measurable implementation
- Designing HR quality and performance plans
- Delivering measurable business outcomes
- Case study: Strategy execution

Day 9: Future HR Models & Human Capital Optimization

- HR process re-engineering
- The three-tier HR operating model
- Human capital valuation and optimization
- Competency and performance measurement
- Designing corporate culture frameworks
- Evolution of recruitment and assessment tools

Day 10: Advanced HR Impact & Organizational Performance

- Workforce optimization and rightsizing strategies
- Innovative compensation and reward systems
- Transforming performance appraisal methodologies
- Motivation models and productivity enhancement
- Strategic corporate communication in HR
- Emerging trends: knowledge management, remote work, predictive analytics
- Final review and action planning

Registration form on the Training Course: The HR Management MBA

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Complete & Mail or fax to Global Horizon Training Center (GHTC) at the address given below

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Full Name (Mr / Ms / Dr / Eng):
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Payment Method

- ☐ Please find enclosed a cheque made payable to Global Horizon
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