

EXECUTIVE MBA IN HUMAN RESOURCE MANAGEMENT



GENTEX[®]
TRAINING CENTER



Introduction

Executive MBA in Human Resource Management Training Course equips senior HR leaders with advanced strategic capabilities to drive organizational success through people management. Modern HR leadership requires more than operational expertise; it demands strategic thinking, financial acumen, and change leadership skills. This course explores advanced frameworks, including strategic HR management models, the Balanced Scorecard, and organizational design principles, alongside practical applications in talent strategy and workforce analytics. Furthermore, participants examine case studies of HR transformation initiatives that align people strategy with business performance. As a result, attendees gain the confidence to lead HR functions at an executive level. Gentex Training Center designed this program to develop strategic HR leaders capable of shaping organizational direction.

Executive MBA in Human Resource Management Course Objectives

- Explain the strategic role of HR within executive decision-making
- Apply the Balanced Scorecard to align HR with business strategy
- Use organizational design principles to structure high-performing teams
- Build talent strategies that support long-term competitive advantage
- Apply workforce analytics to guide executive HR decisions
- Design change management strategies for organizational transformation
- Evaluate HR technology investments using structured business cases
- Apply financial principles to HR budgeting and resource allocation
- Build succession strategies for critical leadership roles
- Develop HR strategies that strengthen employer branding



Course Methodology

- Interactive workshops combining strategic theory with executive case studies
- Group exercises analyzing real HR transformation initiatives
- Business simulations addressing organizational design challenges
- Templates for strategic HR planning and workforce analytics
- Executive-style discussions on leadership and change management
- Short lectures introducing key strategic HR frameworks

Who Should Take This Course

- Senior HR leaders shaping organizational strategy
- HR directors overseeing multiple business functions
- C-suite executives responsible for people strategy
- Talent management leaders driving organizational change
- Business unit leaders collaborating closely with HR
- Professionals preparing for senior HR leadership roles

Executive MBA in Human Resource Management Course Outlines

Day 1: Strategic Foundations of HR Leadership

- Define the strategic role of HR in executive decision-making
- Explore the evolution of HR from operational to strategic function
- Apply the Balanced Scorecard to align HR with business goals
- Discuss the link between HR strategy and organizational performance

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- Review case studies of strategic HR transformation
- Assess organizational readiness for strategic HR leadership
- Examine frameworks for measuring HR business impact

Day 2: Organizational Design and Workforce Strategy

- Apply organizational design principles to structure teams
- Use workforce analytics to guide strategic decision-making
- Build talent strategies supporting competitive advantage
- Explore models for structuring cross-functional collaboration
- Practice designing organizational structures for growth
- Discuss the role of agility in modern organizational design
- Build a sample workforce strategy plan

Day 3: Change Management and Organizational Transformation

- Apply Kotter's change management model to HR transformation
- Design communication strategies for organizational change
- Build stakeholder engagement plans for transformation projects
- Practice leading teams through periods of uncertainty
- Discuss resistance management techniques for HR leaders
- Explore case studies of successful transformation initiatives
- Build a change management roadmap

Day 4: Financial Acumen and HR Investment Decisions

- Apply financial principles to HR budgeting and forecasting



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- Evaluate HR technology investments using business case analysis
- Practice calculating return on investment for HR initiatives
- Discuss cost management strategies for HR functions
- Build financial dashboards to report HR performance
- Explore resource allocation strategies across HR priorities
- Review common financial pitfalls in HR decision-making

Day 5: Talent Strategy and Executive Leadership

- Build succession strategies for critical leadership roles
- Develop HR strategies that strengthen employer branding
- Apply executive presence techniques for HR leadership
- Practice presenting HR strategy to senior stakeholders
- Create a personal leadership development action plan
- Discuss ethical leadership in strategic HR decisions
- Review key takeaways and course learnings

Conclusion

By successfully completing the Executive MBA in Human Resource Management Training Course, participants will have acquired practical skills to align HR strategy with business goals, lead organizational transformation, and apply financial principles to HR decisions. Moreover, attendees will understand how to build talent strategies, strengthen employer branding, and guide organizations through complex change. Gentex Training Center equips senior HR professionals with these capabilities to lead confidently at the executive level.





FAQs

Q1 What is the "Executive MBA in Human Resource Management" course about?

This course prepares senior HR leaders to align people strategy with business performance at an executive level. Participants learn advanced frameworks for organizational design, change management, and financial decision-making within strategic HR contexts.

Q2 What are the key benefits of the "Executive MBA in Human Resource Management" course?

Participants gain the ability to influence executive decision-making, lead organizational transformation, and strengthen talent strategy. Additionally, they learn to apply financial acumen and workforce analytics to guide high-impact HR investments.

Q3 What skills will I gain from the "Executive MBA in Human Resource Management" course?

Attendees develop skills in strategic HR planning, organizational design, change management, and financial decision-making. These core competencies help HR leaders shape organizational direction and drive measurable business impact.



Q4 What tools, methods, or standards are covered in the "Executive MBA in Human Resource Management" course?

The course covers the Balanced Scorecard, Kotter's change management model, workforce analytics, and business case analysis for HR investments. These frameworks provide practical, research-based methods for strategic HR leadership.

Q5 How is the "Executive MBA in Human Resource Management" course applied in real-world practice?

Participants apply strategic frameworks directly to executive-level case studies, business simulations, and workforce strategy exercises. This hands-on approach ensures HR leaders can guide organizational strategy confidently upon returning to their roles.