

MINI-MBA FOR HUMAN RESOURCE, LEARNING AND DEVELOPMENT PROFESSIONALS



GENTEX[®]
TRAINING CENTER



Introduction

Mini-MBA for Human Resource, Learning and Development Professionals Training Course gives HR and L&D practitioners the broad business knowledge they need to operate as strategic partners rather than administrative support. Furthermore, it covers core business disciplines, including finance, strategy, marketing, and operations, translated specifically for HR and learning contexts. Participants learn to read financial statements, understand business strategy models, and connect people initiatives to organizational performance. As a result, attendees gain the confidence to engage credibly with senior leadership on business decisions. This Training Course also strengthens participants' ability to design HR and learning programs that directly support commercial goals, bridging the gap between people practices and business results.

Mini-MBA for Human Resource, Learning and Development Professionals Course Objectives

- Interpret financial statements including balance sheets and income statements
- Apply SWOT analysis to support strategic HR planning
- Use Porter's Five Forces to understand competitive dynamics
- Calculate and interpret basic financial ratios
- Apply strategic workforce planning to business objectives
- Build business cases for HR and learning investments
- Use the Balanced Scorecard to align HR metrics with strategy
- Apply marketing fundamentals to internal employer branding
- Understand budgeting and cost management principles
- Connect learning and development programs to business ROI

Course Methodology



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- Interactive lectures covering core business disciplines
- Practical workshops on financial statement analysis
- Case study discussions linking strategy to HR practice
- Group exercises building business cases
- Simulations applying strategic planning tools
- Peer discussions on real organizational challenges

Who Should Take This Course

- HR managers and business partners
- Learning and development professionals
- Talent management and OD specialists
- HR professionals moving into strategic roles
- L&D leaders seeking broader business acumen

Mini-MBA for Human Resource, Learning and Development Professionals Course Outlines

Day 1: Business Strategy Fundamentals

- Understanding strategic planning and execution basics
- Applying SWOT analysis to organizational context
- Using Porter's Five Forces for competitive analysis
- Reviewing the strategic management process
- Aligning HR strategy with business strategy
- Identifying key stakeholders in strategic decisions
- Introducing the Balanced Scorecard framework





Day 2: Finance for HR and L&D Professionals

- Reading balance sheets and income statements
- Understanding cash flow fundamentals
- Calculating basic financial ratios
- Applying budgeting and cost management principles
- Building business cases for HR investments
- Estimating ROI for learning and development programs
- Interpreting financial reports for decision-making

Day 3: Marketing and Employer Branding

- Applying core marketing principles to HR
- Building an effective employer branding strategy
- Understanding the employee value proposition
- Using segmentation to target talent audiences
- Applying marketing tools to internal communications
- Measuring employer brand effectiveness
- Aligning branding efforts with recruitment strategy

Day 4: Operations and Workforce Planning

- Understanding operational efficiency principles
- Applying strategic workforce planning models
- Aligning talent supply with business demand
- Using process improvement tools in HR operations
- Managing HR service delivery models

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- Applying data analytics to workforce decisions
- Streamlining HR processes for efficiency

Day 5: Leading as a Strategic Business Partner

- Using the Balanced Scorecard to align HR metrics
- Communicating HR value in business terms
- Building credibility with senior leadership
- Presenting data-driven recommendations effectively
- Integrating business acumen into daily HR practice
- Developing a personal action plan for strategic growth
- Sustaining continuous business knowledge development

Conclusion

By successfully completing Mini-MBA for Human Resource, Learning and Development Professionals, participants will gain broad business knowledge spanning finance, strategy, marketing, and operations. In addition, they will have acquired the ability to connect HR and learning initiatives directly to organizational performance and business results. This Training Course, delivered by Gentex Training Center, prepares HR and L&D professionals to operate confidently as strategic business partners.

FAQs





Q1 What is the "Mini-MBA for Human Resource, Learning and Development Professionals" course about?

This course covers core business disciplines, including finance, strategy, and marketing, applied specifically to HR and learning contexts. It focuses on building broad business acumen rather than deep functional HR expertise.

Q2 What are the key benefits of the "Mini-MBA for Human Resource, Learning and Development Professionals" course?

Participants learn to engage credibly with senior leadership and connect people initiatives to business performance. Furthermore, they gain the confidence to build stronger business cases for HR and learning investments.

Q3 What skills will I gain from the "Mini-MBA for Human Resource, Learning and Development Professionals" course?

You will develop skills in financial analysis, strategic planning, business case development, and workforce planning. These skills allow you to contribute to business decisions beyond traditional HR functions.



Q4 What tools, methods, or standards are covered in the "Mini-MBA for Human Resource, Learning and Development Professionals" course?

The course covers SWOT analysis, Porter's Five Forces, the Balanced Scorecard, and financial ratio analysis. These tools support well-rounded, business-focused HR decision-making.

Q5 How is the "Mini-MBA for Human Resource, Learning and Development Professionals" course applied in real-world practice?

Graduates apply these methods by building business cases, interpreting financial reports, and aligning HR metrics with the Balanced Scorecard. As a result, they contribute more effectively to strategic business conversations.