

MASTER IN TALENT DEVELOPMENT & HUMAN RESOURCES

🕒 FULL TIME | 📅 OCTOBER | 📅 10 MONTHS | 📍 MADRID

TRANSFORM PEOPLE AND ORGANIZATIONS

The workplace needs to be re-invented to regain happiness, well-being and success as a virtuous cycle. This requires a new leadership paradigm.

The Master in Talent Development & Human Resources is designed for recent graduates and professionals who are looking to acquire deep knowledge of talent, strategic HR, new organizational models, analytics & tools.

WHAT DO TALENT TRANSFORMERS DO?

-  DESIGN PEOPLE-STRATEGIES ALIGNED WITH BUSINESS OBJECTIVES
-  CREATE TALENT DEVELOPMENT PLANS
-  IMPLEMENT CHANGE MANAGEMENT STRATEGIES
-  INTEGRATE TECHNOLOGY TO IMPROVE WORKPLACE BEHAVIORS

JOBS

- “ HR Specialist is the 2nd hottest job **US News & World Report**.
- HR is in the Top 10 of Masters degrees demanded **Job Outlook 2015**, by the **National Association of Colleges and Employers**.
- Human Resources Management is the 7th best Masters degree for jobs **Forbes**.

ROLES

- Human Resources Manager
- Change Management Consultant
- Leadership Consultant
- Training Specialist
- Human Resources Consultant
- Talent Acquisition Specialist
- Learning Manager
- Leadership Development Specialist
- Talent Development Manager

INDUSTRIES & SECTORS

FINANCE **MANUFACTURING** **INTERNET & 2.0** **AUTOMOTIVE** **BANKING** **RETAIL** **AGRICULTURE** **OIL & MINING** **CONSULTING** **UTILITIES** **ELECTRONICS** **TECHNOLOGY** **CONSUMER GOODS** **HEALTHCARE**

FOUR AREAS FOR SUCCESS

Discover new tools for talent development & human resources through the courses offered in the four program areas



STRATEGIC HR

- Intro to the New HR
- The Virtual Workplace
- New Organizational Models
- The Power of Culture
- HR as a Relevant Business Partner



DIGITAL HR

- Integrated HRIS
- People Analytics
- Well-being apps
- Gamification
- e-Learning
- Social Media
- Social Sensing Technology
- Collaborative Tools



BEHAVIOR & CHANGE MANAGEMENT

- Behavioral Economics
- Behavioral Fitness
- Psychology: Organizational, Social, Cognitive and Positive Well-being
- Group Dynamics
- Building Trust
- Leadership
- Effective Communication
- Conflict Resolution
- Working Effectively in Teams
- Influence & Persuasion



TALENT DEVELOPMENT & MANAGEMENT

- Talent Pipeline
- Workforce Planning
- Job Crafting
- Hiring
- Performance Management
- Feedback Systems
- Benefits & Rewards
- Succession Planning

HANDS-ON CHALLENGES: FROM SELF, TO TEAM, TO ORGANIZATION

Each of these practical challenges will build on the previous one. First, you will define your professional purpose. Later, you will work with a corporate team and develop a plan to improve their performance. Finally, you will apply all knowledge and tools acquired to design a talent management strategy for an organisation.

During all three challenges, teams will apply technologies in HR such as wearables to obtain valuable feedback and insights.

1

Personal Purpose Journey

Go on a personal journey that will give you direction towards your purpose.

This journey is designed to take you outside of the daily practice to get in touch with your inner self. Understand yourself first in order to inspire real change in others.

2

High performance team plan

Students will design and implement a high performance strategy specifically for a team in a leading organisation. In this project you will translate company goals into productive team behaviors.

3

Talent Management Strategy

You and your team will design a talent management strategy for a leading organization using the latest HR tools and insights. You will integrate all elements of the talent cycle including hiring, developing and rewarding.

WHY IE?



Study at the No.1 School in Europe (Financial Times ranking, 2012 and 2013). Located in Madrid, a vibrant and global city.



56,000 alumni hold positions of responsibility in over 100 countries.



#1 Online MBA Programs (Financial Times 2015 ranking).



28 international offices around the globe.