

# Mini MBA for HR Professionals

MCE Management Centre Europe®

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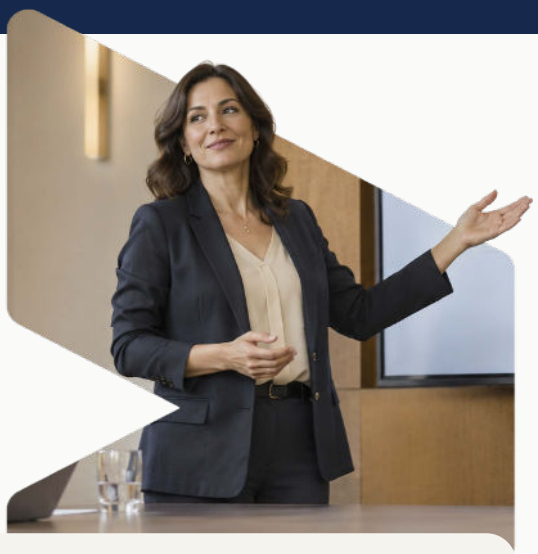
NEW

# Mini MBA for HR Professionals

## Becoming a Strategic Business Partner

A complete business education for HR professionals moving into strategic roles. Strategy, finance, operations and people analytics, applied to the decisions HR shapes every day, with the influence to bring them to the executive table.



## WHO IS IT FOR

- HR directors and senior HR business partners
- HR managers moving into strategic or business-partner roles
- Mid-level managers taking on broader people and business responsibilities
- Heads of talent, learning and development preparing for broader HR leadership
- HR leaders who sit on, or report to, the executive team

No prior business or finance training is required.

LEVEL

New · Mid-level · Senior

## WHAT YOU'LL LEARN, PRACTISE AND USE

### Learn

- How the business creates value: strategy, finance, customers and operations
- How to read a P&L, balance sheet and cash-flow statement
- How people decisions drive business results
- How AI is reshaping strategy, operations and the workforce

### Practise

- Building a business case for an HR investment
- Turning people data into a clear recommendation for executives
- Acting as HR partner in a leadership-team business case

### Use

- Your HR strategy, linked to business priorities
- A people-metrics dashboard for your executive team
- Your development plan as a strategic partner

## WHY THIS PROGRAMME MATTERS TO YOU

- Your CEO and executive team want an HR leader who speaks strategy, finance and results — not only people processes.
- Workforce cost, reward and restructuring are business decisions. They are judged on business numbers.
- You have more people data than ever, but turning it into insight the executive team trusts is still difficult.
- Many HR careers build deep functional expertise without a formal grounding in strategy, finance and operations.
- AI and constant change raise the stakes: the business needs HR to shape transformation, not follow it.

## KEY COMPETENCES

- Business Acumen
- Financial Literacy
- AI & Business Strategy
- People Analytics
- Organizational Design
- Executive Influence

## Practical Information

FACE-TO-FACE

**5 days**

€4,295

LIVE ONLINE

**12 sessions**

€4,295

SCAN HERE

FULL OUTLINE, DATES & LOCATIONS →

AVAILABLE IN-COMPANY

This programme is available as an in-company solution for your teams. mce.eu/inco

# Programme modules

MODULE 1

## The strategic HR partner

- What CEOs and executive teams need from HR today
- From service provider to business partner
- Mapping your key stakeholders and their priorities

MODULE 2

## Business strategy essentials

- Business models and competitive strategy
- How AI is changing business models and competition
- How strategy becomes priorities, budgets and targets
- Translating strategy into people implications

MODULE 3

## Finance for HR professionals

- Reading the P&L, balance sheet and cash-flow statement
- The ratios your CFO watches — and why
- How HR decisions show up in the numbers

MODULE 4

## The economics of people

- Workforce cost, productivity and return on investment
- Reward as a business lever
- The business case for AI: cost, productivity and people impact
- Building a business case your CFO will support

MODULE 5

## Customers, markets and operations

- How value is created for customers
- Marketing and commercial basics for HR
- Operations, processes and productivity

MODULE 6

## Organizational design

- Structures, roles and decision rights
- Designing roles and structures for work shared with AI
- Designing for agility and growth
- Restructuring with care and credibility

MODULE 7

## People analytics for decisions

- The people metrics that matter to the business
- From data to insight to recommendation
- Using AI in people analytics — responsibly

MODULE 8

## Workforce, talent and succession strategy

- Linking workforce plans to business strategy
- How AI changes demand for roles and skills
- Talent and succession as business risk
- Skills for the future: build, buy or borrow

MODULE 9

## Influence and executive presence

- Consulting skills for HR business partners
- Challenging senior leaders with credibility
- Presenting to the executive team and the board

MODULE 10

## Leading transformation — capstone

- HR's role in leading change and transformation
- Leading the people side of AI transformation
- Capstone: present your HR strategy to a leadership panel
- Your personal action plan

Goes well with AI for HR Professionals for the hands-on side of AI in HR processes.

BUSINESS IMPACT

## What your organization gains

- An HR strategy clearly linked to business priorities
- People investments backed by solid business cases
- Executive decisions informed by reliable people data
- A stronger pipeline of HR leaders ready for the executive table



## Upcoming sessions

Dates and locations to be confirmed.

**mce.eu/programmes/mini-mba-for-hr-professionals/**

**Register at mce.eu**

Also available in-company

## MCE is your reliable partner for continuous success with agile people development solutions.

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expert facilitators globally

**100+**

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year's experience working with our clients around the globe

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+32 2 543 21 20 · info@mce.eu


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