IRISH MANAGEMENT INSTITUTE

Professional Diploma in

Strategic Human Resource Management

UCC
University College Cork, Ireland
Coláiste na hOllscoile Corcaigh

Companies with a highly engaged workforce will have:

21% Higher Profitability

40% Fewer Quality Defects

17% More Effective Employees

Build a high performance culture

As global competition for talent intensifies, visionary companies are increasing their investment in people strategy as a critical pillar for growth and performance. Without the ability to attract, retain and develop the best people, organisations risk being left behind.

The Professional Diploma in Strategic Human Resource Management will support you in designing, building and managing an organisation that will execute your business strategy.

This programme is for you if:

- You are a leader who wishes to design, build and implement a high-performance and engaged organisation that will dominate your marketplace.
- You are an experienced HR professional who wishes to develop the competence required to lead the human resource function at executive team level.
- You are a manager who is responsible for leading and implementing change.
- You are an owner or manager of an SME.

A Graduate's View:

// The Professional Diploma in Strategic Human Resource Management provided me with the essential knowledge and tools to support, engage with and guide Enterprise Ireland client companies on organisational development agenda. //

Karen Hernández, Senior Executive, Client Management Development
Enterprise Ireland

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Programme Themes:

1 Strategic Human Resource Management

- Explore how to apply strategic human resource management concepts to your organisation.
- Discover how to design and build a HR structure and strategy for high performance.

2 Organisational Development

- Enhance your ability to engage staff and act as a strategic internal consultant for your organisation.
- Learn about competency frameworks and how they can be used as an integrative HR management tool.
- Build a high-commitment organisation.

3 Managing Performance

- Gain insights into the processes and techniques for giving assertive feedback and positive coaching.
- Develop reward and recognition processes that incentivise high performance.

4 Talent Management

- Build an employer and leadership brand.
- Develop a talent competency framework and learn how to effectively stretch and appraise talent.
- Explore how to build talent pools and increase bench strength.

5 Leading Change

- Diagnose the current state of your organisation and its change abilities, identifying and overcoming resistors to change.
- Build the 'New Organisation' and create a new structure to perform with built-in adaptive capabilities.

6 Engaging People

- Building a high engagement management and HR system.
- Diagnose and benchmark engagement levels, using proven analytics/tools for improving engagement.
- Evaluate effects of engagement on real performance outcomes.

Professional Diploma in Strategic HRM

This programme will equip you to:

Build a people-focused organisation that will deliver your business strategy.

Understand how to practically and effectively deliver cultural change.

Diagnose the functional and dysfunctional elements of your organisation's culture and put plans in place to eliminate the dysfunction.

Build a best-in-class performance management process and design a total reward system for your organisation.

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IMI Master of Business Framework

The flexible developmental journey demanded by professionals today so that they can become the future-fit leaders of tomorrow.

You determine the pathway that best suits your development needs. Once you have completed your chosen journey, you will receive either an MBS or an MSc, depending on your chosen path.

You can complete the taught element of each Professional Diploma on a modular basis over a 6-month period, and you have up to five years to complete all elements of the Framework.

+	Professional Diploma 1 of your choosing	30 CREDITS
+	Professional Diploma 2 of your choosing	30 CREDITS
	Professional Diploma 3 of your choosing	30 CREDITS
	Reflective Integrative Assignment	5 CREDITS

= **MBS** in Business Practice

+	Professional Diploma 1 of your choosing	30 CREDITS
+	Professional Diploma 2 of your choosing	30 CREDITS
+	Business Research Project	35 CREDITS

= **MSc** in Business Practice

FT FINANCIAL TIMES **European Business Schools** Ranking 2018

Pedro Angulo
Programme Director

Pedro is an Organisational Effectiveness Business Partner in AIB and Chairperson of the Irish EMCC (European Mentoring and Coaching Council). He has previously worked in senior management roles in Prospectus Strategy Consultants, Penna HR Consulting, Deloitte, IBM Business Consulting Services, PricewaterhouseCoopers and eircom. He has led the design and implementation of large-scale change and human resources interventions with both national and international clients, in the public and private sectors. His areas of expertise include Business Strategy, Organisational Behaviour, Strategic HRM, Managing People and Change Management at undergraduate, postgraduate and executive levels.

Programme | Cork:
Next Start Date **18 May 2020**

The programme is run over 6 x 3-day facilitated workshops.

For more information, including a full listing of module dates, please contact our programme advisors at programmeadvisors@imi.ie.

Price:

Corporate Member:	€8,390
SME:	€9,190
Non-Member:	€9,990

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