Postgraduate Certificate
People Management

tech global university

Postgraduate Certificate
People Management

- » Modality: **online**
- » Duration: **6 weeks**
- » Certificate: **TECH Global University**
- » Credits: **4 ECTS**
- » Schedule: **at your own pace**
- » Exams: **online**

Website: **www.techtitute.com/us/medicine/postgraduate-certificate/people-management**

Index

Introduction

The current socio-economic context, together with the other factors influencing people's health, is making it all the more necessary to improve the managerial skills of those responsible for healthcare procedures. This Postgraduate Certificate is aimed at educating Heads of Service and those responsible for the medical management of hospital centers, developing skills and techniques that promote the promotion of their leadership.

" If you are a doctor, head of service or section, assistant, coordinator, director or manager in a hospital or outpatient care center, and you want to update and develop your management skills to respond to the current reality and context in your professional future, this is the perfect postgraduate program for you"

In the health structure, medical divisions are fundamental in performing different health processes, where the paradigm of Clinical Management is increasingly imposed, making it necessary to provide training in this area for physicians who develop or may reach positions of responsibility in health care, either in middle management, health care or in medical director and manager positions.

The are many new challenges in the sector which must be addressed, such as the approach to complex and chronic diseases, the relationships between professional groups, citizens (users, patients, clients) and providers and the development of new health technologies. There is also the need to increase efficiency in the use of resources, to assume the new participative and transparent form of leadership, and to gain a position in the interdisciplinary team.

This **Postgraduate Certificate in People Management** contains the most complete and up-to-date scientific program on the market. The most important features include:

- Development of practical cases carried out by experts in health management and other specialties

- The graphic, schematic, and practical contents with which they are created provide scientific and practical information on the situations that regularly occur in the hospital setting.

- Presentation of practical workshops on procedures and decision making.

- Algorithm-based interactive learning system for decision-making in the situations that are presented to the student.

- Action protocols, where you can find the latest trends in health management

- All of this will be complemented by theoretical lessons, questions to the expert, debate forums on controversial topics, and individual reflection assignments.

- With a special emphasis on scientific methods and research methodologies in health management

- Content that is accessible from any fixed or portable device with an Internet connection

This Postgraduate Certificate will qualify you to occupy a position of responsibility as Head of Service or Section

This Postgraduate Certificate is the best investment you can make when selecting a refresher program, for two reasons: in addition to updating your knowledge in People Management, you will obtain a qualification endorsed by TECH Global University"

You will be able to complete the Postgraduate Certificate 100% online, adapting it to your needs and making it easier for you to study while you carry out your full-time healthcare work.

Increase the quality of your management with this program and improve your People Management.

The teaching staff includes a team of prestigious healthcare management professionals, who bring their experience to this program, as well as renowned health specialists who complement the program in an interdisciplinary way.

The multimedia content developed with the latest educational technology will provide the professional with situated and contextual learning, i.e., a simulated environment that will provide an immersive training program to train in real situations.

This program is designed around Problem-Based Learning, whereby the physicians must try to solve the different professional practice situations that arise during the course. This will be done with the help of an innovative interactive video system developed by renowned experts in the field of Health Management, with extensive teaching experience.

02
Objectives

The Postgraduate Certificate in People Management offers in detail a cutting-edge training program, from an eminently practical point of view, at a time when accreditation of knowledge plays a fundamental role, including the latest trends in Leadership for Healthcare Services Managers.

This program will generate a sense of confidence in the performance of Medical and Clinical Management, and will help you grow professionally"

General Objective

- Improve knowledge and professional competencies in health management from the point of view of Clinical Management, knowing the practical methodological tools to apply in the critical areas of health management and administration both institutional and day-to-day

Specific Objectives

- Analyze and apply techniques, styles and methods to define, conduct and lead professional and talent management policies in health institutions
- Recognize, apply and know how to assess the usefulness in the clinical context of the different management tools that can be applied to the context of healthcare practice

Make the most of this opportunity and take the step to get up to date on the latest developments in People Management"

03
Course Management

This academic program includes the most specialized teaching staff in the current educational market. They are specialists selected by TECH to develop the whole syllabus. In this way, starting from their own existence and the latest evidence, they have designed the most up-to-date content that provides a guarantee of quality in such a relevant subject.

TECH offers the most specialized teaching staff in the field of study. Enroll now and enjoy the quality you deserve"

International Guest Director

Pauline Maisani is a leading professional in the field of clinical management and medical direction. As a specialist in the improvement of quality and safety in health services, her career has focused on the implementation of strategic projects and health planning. In addition, her interests include the financial management of hospital institutions, as well as the planning and development of continuous improvement strategies in healthcare.

Throughout her career, she has held important positions in institutions in France and Canada. In fact, she has been Deputy General Director at the Pitié-Salpêtrière Hospital, where she has led key initiatives in health care improvement and resource management. She has also served as Director of Strategic Planning at the University of Montreal Hospital Centre, where she has overseen the implementation of major projects and the optimization of hospital services. She has also rendered great service to the Paris Public Assistance and University Hospitals, working as Head of the Health Care Quality and Safety Department at their headquarters, as well as Deputy Director of Finance and Medical Affairs.

Internationally, she has been recognized for her leadership skills and her ability to manage complex projects in the hospital sector. In this respect, her work in different countries and her collaboration with multidisciplinary teams have earned her a reputation as an expert in healthcare management. Pauline Maisani has contributed to several publications and studies on hospital management and strategic planning in health systems. Her innovative approach and commitment to excellence have earned her the respect of her colleagues and recognition within the healthcare sector.

Ms. Maisani, Pauline

- Deputy General Manager at the Pitié-Salpêtrière Hospital, Paris, France
- Director at the University Hospitals of Beaujon and Bichat Claude Bernard
- Deputy General Manager, Paris Nord Val de Seine Hospital Group
- Head of the Health Care Quality and Safety Department at the Public Assistance Headquarters - Paris Hospitals
- Director of Strategic Planning, University of Montreal Hospital Center, Canada
- Deputy Director of Finance and Medical Affairs at the Public Assistance Headquarters - Paris Hospitals
- Vice Director of the Strategic Analysis Unit at the University Hospital of Lille
- Trained in Hospital Management and Administration of Hospital and Health Care Facilities at the School of Advanced Studies in Public Health (EHESP).
- Master's Degree in European Affairs and Policies from the University of Sussex
- Degree in Political Science and Government from Sciences Po

Thanks to TECH, you will be able to learn with the best professionals in the world"

04
Structure and Content

The structure of the contents has been designed by a team of professionals knowledgeable about the implications of Clinical and Healthcare Management specialization, aware of the relevance of current training and committed to quality teaching through new educational technologies.

This Postgraduate Certificate in People Management, contains the most complete and up-to-date scientific program on the market"

Module 1. People and Talent Management

1.1.   Health Professionals. Types and Relations

    1.1.1. Health Professions Management: Types of Professionals and Their Interactions

    1.1.2. Training of Health Personnel with Special Emphasis on Physicians, Situation and Opportunities for Improvement

1.2. Rights and Responsibilities. Retributions.

    1.2.1. Worker's Statute. Rights and Responsibilities

    1.2.2. Statutory and Civil Servant Personnel: Statutory Personnel Status. Disciplinary Regime. Incompatibilities

    1.2.3. Remuneration of Civil Servants and Statutory Personnel

    1.2.4. Employees in Public Administration and Private Centers

    1.2.5. Trade Unions. Representation, Participation and Collective Bargaining. Personnel Boards and Works Councils

1.3. Working Hours in Units and Services

    1.3.1. Working Hours; Personal Leave and Leaves of Absence for Statutory and Civil Servant Personnel

    1.3.2. Collective Bargaining Agreements in the Health Sector

    1.3.3. Shift Work and On-call System. Shift Planning Systems. Turnover. Continued Care.

    1.3.4. Demand-Driven Staffing

1.4. Employability Tools in the Private and Public Sector.

    1.4.1. Public Employment Offers. Types of offers. Merit Scales

    1.4.2. Personnel Selection Systems in the Private Sector

    1.4.3. Terminations or Dismissals, Motivation, Justification and Communication, thereof.

1.5. Staff Evaluation and Talent Development. Social and Institutional Climate

    1.5.1. Welcoming, Mentoring and Dismissal Plans.

    1.5.2. Talent Detection and Development

    1.5.3. Institutional and Social Climate: Measurement and Improvement

1.6. Visibility in Clinical and Care Management: Blogs and Networks

    1.6.1. The Digital Revolution in Healthcare Practice and Clinical Management. Description of New Digital Tools. How to Improve Visibility

    1.6.2. Experiences with Networks and Blogs of Health Professionals

A unique, key and decisive training experience to boost your professional development"

05
Methodology

This academic program offers students a different way of learning. Our methodology uses a cyclical learning approach: *Relearning.*

This teaching system is used, for example, in the most prestigious medical schools in the world, and major publications such as the *New England Journal of Medicine* have considered it to be one of the most effective.

Discover Relearning, a system that abandons conventional linear learning, to take you through cyclical teaching systems: a way of learning that has proven to be extremely effective, especially in subjects that require memorization"

At TECH, we use the Case Method

What should a professional do in a given situation? Throughout the program, students will face multiple simulated clinical cases, based on real patients, in which they will have to do research, establish hypotheses, and ultimately resolve the situation. There is an abundance of scientific evidence on the effectiveness of the method. Specialists learn better, faster, and more sustainably over time.

With TECH you will experience a way of learning that is shaking the foundations of traditional universities around the world.

Patient Values

Optimal decision

Research Evidence

Clinical Data
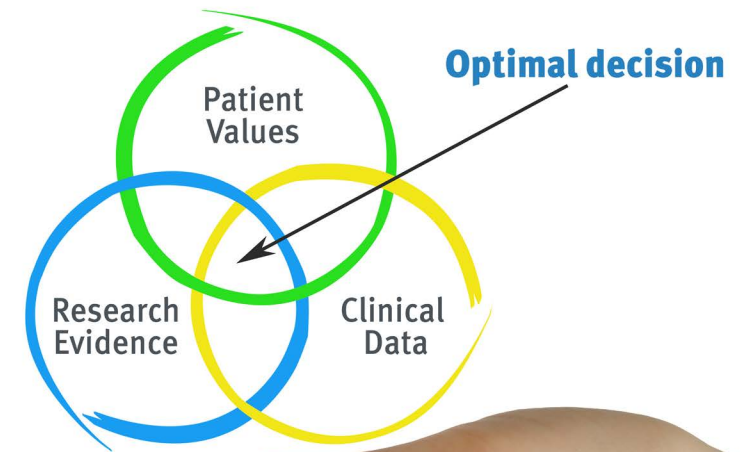
According to Dr. Gérvas, the clinical case is the annotated presentation of a patient, or group of patients, which becomes a "case", an example or model that illustrates some peculiar clinical component, either because of its teaching power or because of its uniqueness or rarity. It is essential that the case is based on current professional life, trying to recreate the real conditions in the physician's professional practice.

Did you know that this method was developed in 1912, at Harvard, for law students? The case method consisted of presenting students with real-life, complex situations for them to make decisions and justify their decisions on how to solve them. In 1924, Harvard adopted it as a standard teaching method.

The effectiveness of the method is justified by four fundamental achievements:

1. Students who follow this method not only achieve the assimilation of concepts, but also a development of their mental capacity, through exercises that evaluate real situations and the application of knowledge.

2. Learning is solidly translated into practical skills that allow the student to better integrate into the real world.

3. Ideas and concepts are understood more efficiently, given that the example situations are based on real-life.

4. Students like to feel that the effort they put into their studies is worthwhile. This then translates into a greater interest in learning and more time dedicated to working on the course.

Relearning Methodology

TECH effectively combines the Case Study methodology with a 100% online learning system based on repetition, which combines 8 different teaching elements in each lesson.

We enhance the Case Study with the best 100% online teaching method: Relearning.

Professionals will learn through real cases and by resolving complex situations in simulated learning environments. These simulations are developed using state-of-the-art software to facilitate immersive learning.

01 learning from evidence

02 relearning from evidence

03 testing

04 learning from an expert

05 neurocognitive context dependent learning

06 Von-Restorff effect

07 case based learning through storytelling

08 competencies testing (retesting)

At the forefront of world teaching, the Relearning method has managed to improve the overall satisfaction levels of professionals who complete their studies, with respect to the quality indicators of the best online university (Columbia University).

With this methodology, more than 250,000 physicians have been trained with unprecedented success in all clinical specialties regardless of surgical load. Our pedagogical methodology is developed in a highly competitive environment, with a university student body with a strong socioeconomic profile and an average age of 43.5 years old.

Relearning will allow you to learn with less effort and better performance, involving you more in your specialization, developing a critical mindset, defending arguments, and contrasting opinions: a direct equation to success.

In our program, learning is not a linear process, but rather a spiral (learn, unlearn, forget, and re-learn). Therefore, we combine each of these elements concentrically.

The overall score obtained by TECH's learning system is 8.01, according to the highest international standards.

This program offers the best educational material, prepared with professionals in mind:

Study Material

All teaching material is produced by the specialists who teach the course, specifically for the course, so that the teaching content is highly specific and precise.

These contents are then adapted in audiovisual format, to create the TECH online working method. All this, with the latest techniques that offer high-quality pieces in each and every one of the materials that are made available to the student.

Surgical Techniques and Procedures on Video

TECH introduces students to the latest techniques, the latest educational advances and to the forefront of current medical techniques. All of this in direct contact with students and explained in detail so as to aid their assimilation and understanding. And best of all, you can watch the videos as many times as you like.

Interactive Summaries

The TECH team presents the contents attractively and dynamically in multimedia lessons that include audio, videos, images, diagrams, and concept maps in order to reinforce knowledge.
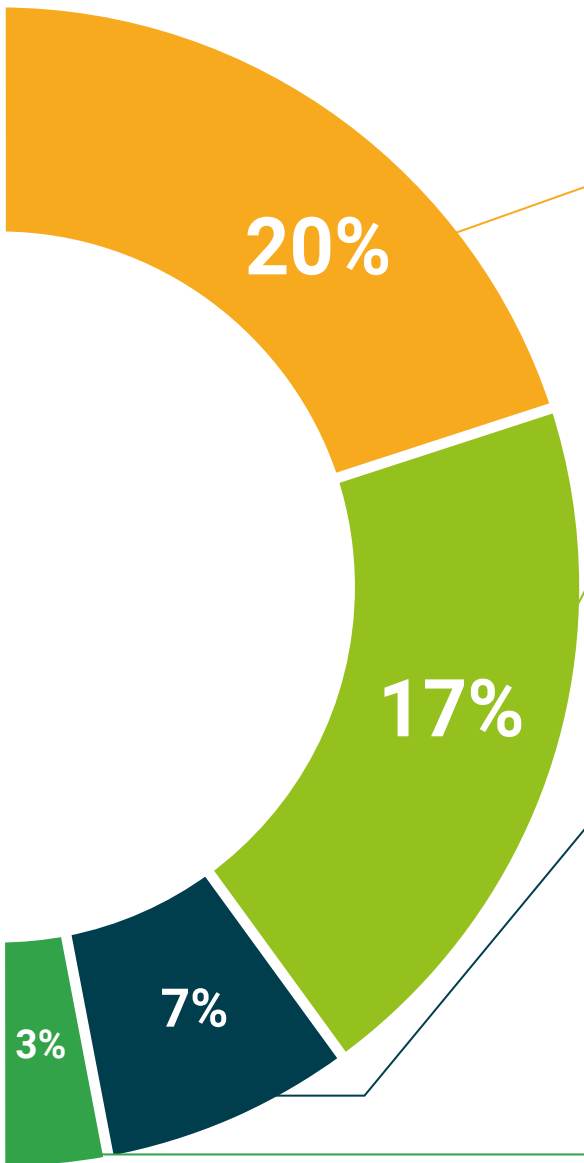
This exclusive educational system for presenting multimedia content was awarded by Microsoft as a "European Success Story".

Additional Reading

Recent articles, consensus documents and international guidelines, among others. In TECH's virtual library, students will have access to everything they need to complete their course.

20%

15%

15%

3%

20%

17%

7%

3%
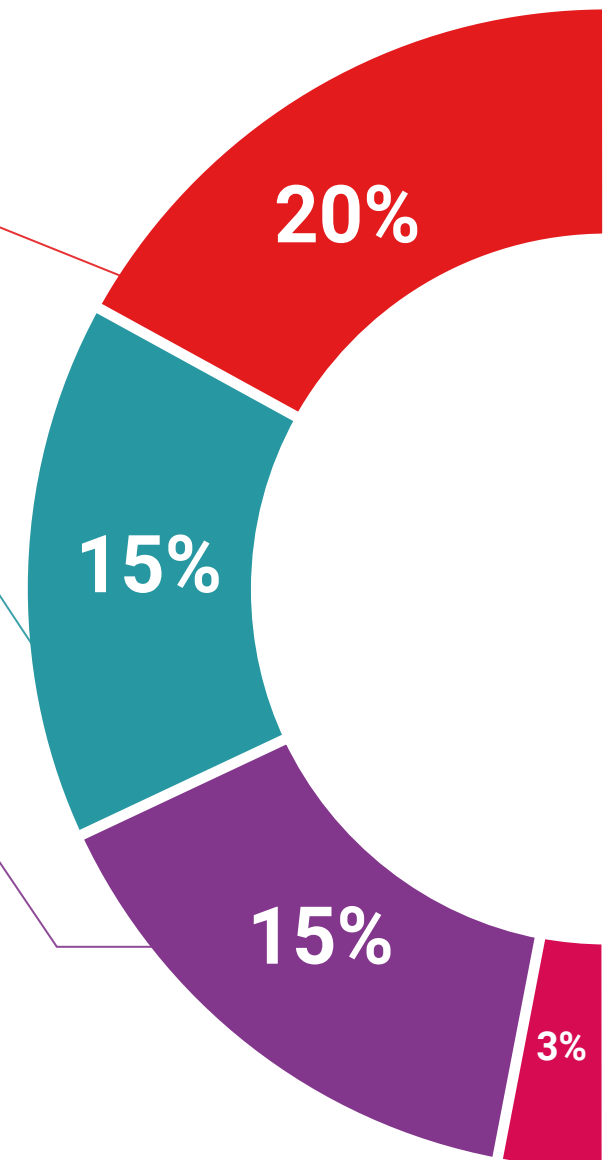
Expert-Led Case Studies and Case Analysis

Effective learning ought to be contextual. Therefore, TECH presents real cases in which the expert will guide students, focusing on and solving the different situations: a clear and direct way to achieve the highest degree of understanding.

Testing & Retesting

We periodically evaluate and re-evaluate students' knowledge throughout the program, through assessment and self-assessment activities and exercises, so that they can see how they are achieving their goals.

Classes

There is scientific evidence on the usefulness of learning by observing experts. The system known as Learning from an Expert strengthens knowledge and memory, and generates confidence in future difficult decisions.

Quick Action Guides

TECH offers the most relevant contents of the course in the form of worksheets or quick action guides. A synthetic, practical, and effective way to help students progress in their learning.

Certificate

The Postgraduate Certificate in People Management guarantees students, in addition to the most rigorous and up-to-date education, access to a Postgraduate Certificate issued by TECH Global University.

*Successfully complete this program and receive
your university qualification without having to travel
or fill out laborious paperwork"*

This program will allow you to obtain your **Postgraduate Certificate in People Management**endorsed by **TECH Global University**, the world's largest online university.

TECH Global University is an official European University publicly recognized by the Government of Andorra (*official bulletin*). Andorra is part of the European Higher Education Area (EHEA) since 2003. The EHEA is an initiative promoted by the European Union that aims to organize the international training framework and harmonize the higher education systems of the member countries of this space. The project promotes common values, the implementation of collaborative tools and strengthening its quality assurance mechanisms to enhance collaboration and mobility among students, researchers and academics.

This **TECH Global University** title is a European program of continuing education and professional updating that guarantees the acquisition of competencies in its area of knowledge, providing a high curricular value to the student who completes the program.

Title: **Postgraduate Certificate in People Management**

Modality: **online**

Duration: **6 weeks**

Accreditation: **4 ECTS**

tech global university

Mr./Ms. _____, with identification document _____ has successfully passed and obtained the title of:

Postgraduate Certificate in People Management

This is a program of 120 hours of duration equivalent to 4 ECTS, with a start date of dd/mm/yyyy and an end date of dd/mm/yyyy.

TECH Global University is a university officially recognized by the Government of Andorra on the 31st of January of 2024, which belongs to the European Higher Education Area (EHEA).

In Andorra la Vella, on the 28th of February of 2024

Dr. Pedro Navarro Illana
Rector

This qualification must always be accompanied by the university degree issued by the competent authority to practice professionally in each country. Unique TECH Code: AFWORD23S techtitute.com/certificates

*Apostille Convention. In the event that the student wishes to have their paper certificate issued with an apostille, TECH Global University will make the necessary arrangements to obtain it, at an additional cost.

tech global university

Postgraduate Certificate
People Management

» Modality: **online**
» Duration: **6 weeks**
» Certificate: **TECH Global University**
» Credits: **4 ECTS**
» Schedule: **at your own pace**
» Exams: **online**

Postgraduate Certificate
People Management

tech global university