Postgraduate Certificate
Leadership and People Management in Industrial Companies

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Postgraduate Certificate
Leadership and People Management in Industrial Companies

» Modality: **online**
» Duration: **6 weeks**
» Certificate: **TECH Technological University**
» Dedication: **16h/week**
» Schedule: **at your own pace**
» Exams: **online**

Aimed at: **engineers and graduates with experience who want to improve and update themselves in all the necessary aspects to be taken into account for an adequate management of people in an Industrial company.**

Website: **www.techtitute.com/pk/school-of-business/postgraduate-certificate/leadership-people-management-industrial-companies**

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01
Welcome

The importance of people management in the company has increased as institutions and markets have evolved. Therefore, it is not surprising that the increasingly strategic decisions made by the HR department significantly condition the company's ability to move towards excellence, to adapt to increasingly changing and uncertain environments and, in short, to have a good response to adapt to the needs of the market in which the organization operates. For this reason, and along the same lines, this program will address leadership and people management from a global and strategic perspective that will help to achieve business objectives.

Postgraduate Certificate in Leadership and People Management in Industrial Companies.
TECH Technological University

tech

Promote leadership and the successful management of people in the company and become an essential part of the organization"

02
Why Study at TECH?

TECH is the world's largest 100% online business school. It is an elite business school, with a model based on the highest academic standards. A world-class centre for intensive managerial skills training.

> " *TECH is a university at the forefront of technology, and puts all its resources at the student's disposal to help them achieve entrepreneurial success"*

At TECH Technological University

Innovation

The university offers an online learning model that combines the latest educational technology with the most rigorous teaching methods. A unique method with the highest international recognition that will provide students with the keys to develop in a rapidly-evolving world, where innovation must be every entrepreneur's focus.

"Microsoft Europe Success Story", for integrating the innovative, interactive multi-video system.

The Highest Standards

Admissions criteria at TECH are not economic. Students don't need to make a large investment to study at this university. However, in order to obtain a qualification from TECH, the student's intelligence and ability will be tested to their limits. The institution's academic standards are exceptionally high...

95% of TECH students successfully complete their studies

Networking

Professionals from countries all over the world attend TECH, allowing students to establish a large network of contacts that may prove useful to them in the future.

100,000+ executives trained each year

200+ different nationalities

Empowerment

Students will grow hand in hand with the best companies and highly regarded and influential professionals. TECH has developed strategic partnerships and a valuable network of contacts with major economic players in 7 continents.

500+ collaborative agreements with leading companies

Talent

This program is a unique initiative to allow students to showcase their talent in the business world. An opportunity that will allow them to voice their concerns and share their business vision.

After completing this program, TECH helps students show the world their talent.

Multicultural Context

While studying at TECH, students will enjoy a unique experience. Study in a multicultural context. In a program with a global vision, through which students can learn about the operating methods in different parts of the world, and gather the latest information that best adapts to their business idea.

TECH students represent more than 200 different nationalities.

TECH strives for excellence and, to this end, boasts a series of characteristics that make this university unique:

Learn with the best

In the classroom, TECH's teaching staff discuss how they have achieved success in their companies, working in a real, lively, and dynamic context. Teachers who are fully committed to offering a quality specialization that will allow students to advance in their career and stand out in the business world.

Teachers representing 20 different nationalities.

At TECH, you will have access to the most rigorous and up-to-date case studies in the academic community"

Analysis

TECH explores the student's critical side, their ability to question things, their problem-solving skills, as well as their interpersonal skills.

Academic Excellence

TECH offers students the best online learning methodology. The university combines the Relearning method (a postgraduate learning methodology with the highest international rating) with the Case Study. A complex balance between tradition and state-of-the-art, within the context of the most demanding academic itinerary.

Economy of Scale

TECH is the world's largest online university. It currently boasts a portfolio of more than 10,000 university postgraduate programs. And in today's new economy, **volume + technology = a ground-breaking price**. This way, TECH ensures that studying is not as expensive for students as it would be at another university.

Why Our Program?

Studying this TECH program means increasing the chances of achieving professional success in senior business management.

It is a challenge that demands effort and dedication, but it opens the door to a promising future. Students will learn from the best teaching staff and with the most flexible and innovative educational methodology.

"We have highly qualified teachers and the most complete syllabus on the market, which allows us to offer you training of the highest academic level"

This program will provide students with a multitude of professional and personal advantages, particularly the following:

01

A significant career boost

By studying at TECH, students will be able to take control of their future and develop their full potential. By completing this program, students will acquire the skills required to make a positive change in their career in a short period of time.

70% of participants achieve positive career development in less than 2 years.

02

Develop a strategic and global vision of companies

TECH offers an in-depth overview of general management to understand how each decision affects each of the company's different functional areas.

Our global vision of companies will improve your strategic vision.

03

Consolidate the student's senior management skills

Studying at TECH means opening the doors to a wide range of professional opportunities for students to position themselves as senior executives, with a broad vision of the international environment.

You will work on more than 100 real senior management cases.

04

Take on new responsibilities

The program will cover the latest trends, advances and strategies, so that students can carry out their professional work in a changing environment.

45% of graduates are promoted internally.

05 Access to a powerful network of contacts

TECH connects its students to maximize opportunities. Students with the same concerns and desire to grow. Therefore, partnerships, customers or suppliers can be shared.

You will find a network of contacts that will be instrumental for professional development.

06 Thoroughly develop business projects

Students will acquire a deep strategic vision that will help them develop their own project, taking into account the different areas in companies.

20% of our students develop their own business idea.

07 Improve soft skills and management skills

TECH helps students apply and develop the knowledge they have acquired, while improving their interpersonal skills in order to become leaders who make a difference.

Improve your communication and leadership skills and enhance your career.

08 Be part of an exclusive community

Students will be part of a community of elite executives, large companies, renowned institutions, and qualified professors from the most prestigious universities in the world: the TECH Technological University community.

We give you the opportunity to train with a team of world renowned teachers.

04
Objectives

With the aim of updating the knowledge of professionals and helping them to acquire new skills, TECH has designed this Postgraduate Certificate in Leadership and Project Management in Industrial Companies, which is designed to become a complete theoretical support for students in their daily practice. A curriculum designed to promote decision-making in uncertain environments with an innovative perspective and an international vision.

The course aims to update the student's knowledge so that they can manage the HR department from an integral and strategic perspective"

The students' objectives are TECH's too.
Working together to achieve them.

The **Postgraduate Certificate in Leadership and People Management in Industrial Companies** will enable the students to:

01 Properly manage HR so that they can offer the company all the potential required of them and provide the maximum possible value.

04 Analyze one's own leadership, motivation and communication style and show effective behaviors, indicating the most correct ways to generate commitment, play as a team and encourage the responsibility of the registered collaborators registered.

02 Interpret the economic and financial data of the company, while being able to use and develop the necessary tools for a better management of all aspects related to business finances.

03 Better manage all the necessary steps and phases in the design and development of new products.

05 Detect, develop and retain talent, as well as deepen in the different tools for talent mapping in the company.

06 Analyze what aspects are important when carrying out the performance evaluation of my team and implement it successfully and aligned with the organization's strategy.

07 Schedule training plans appropriate to the needs of the company.

08 Detect possible risk situations in people management before they have a negative impact on the organization, triggering the implementation of preventive actions.

Structure and Content

This Postgraduate Certificate in Leadership and People Management in Industrial Companies has a syllabus designed based on the latest developments in the sector, to provide students with the most up to date content on the educational market. All this, in addition, in a 100% online format so that the student can choose the time and place that best suits their availability, schedule and interests. A program created with the current needs of professionals in mind and specially designed to catapult them towards career success.

TECH has designed the most complete and up to date curriculum on the market. Always based on the latest developments in the profession"

Syllabus

The importance of people management in the company has increased as companies and markets have evolved. It should come as no surprise that the increasingly strategic decisions made by the HR department significantly condition the company's ability to move towards excellence, to adapt to increasingly changing and uncertain environments and, in short, to have a good response to adapt to the needs of the market in which the organization operates.

Moreover, this people management goes beyond the limits of the HR department itself, and it is the company's registered leaders who have to add to their more technical skills aspects such as identifying and developing the talent of employees, as well as being able to motivate their teams and anticipate future talent needs, obviously aligned with the business strategy.

All this makes it necessary to have a deep knowledge of the different tools and methodologies that facilitate the mere management of people and, at the same time, facilitate the company obtaining a beneficial result, thus achieving a competitive advantage in the market.

This Postgraduate Certificate is developed over 6 week and is divided into 1 module:

| Module 1 | Leadership and People Management |

Where, when and how is it taught?

TECH offers you the possibility of taking this program completely online. Over the 6 months of the program, the student will be able to access all the contents of this program at any time, which will allow them to self manage study time.

A unique, key, and decisive educational experience to boost your professional development and make the definitive leap.

Module 1. Leadership and People Management

1.1. The Role of the Leader
1.1.1. Leadership in Effective People Management
1.1.2. Types of Decision-Making Style in People Management
1.1.3. The Coach Leader
1.1.4. Self-Directed Teams and *Empowerment*

1.2. Team Motivation
1.2.1. Needs and Expectations
1.2.2. Effective Recognition
1.2.3. How Can Team Cohesion Be Strengthened?

1.3. Communication and Conflict Resolution
1.3.1. Intelligent Communication
1.3.2. Constructive Conflict Management
1.3.3. Conflict Solving Strategies

1.4. Emotional Intelligence in People Management
1.4.1. Emotion, Feelings and Mood
1.4.2. Emotional Intelligence
1.4.3. Ability Model (Mayer and Salovey): Identify, Use, Understand and Manage
1.4.4. Emotional Intelligence and Personnel Recruitment

1.5. Indicators in People Management
1.5.1. Productivity
1.5.2. Staff Turnover
1.5.3. Talent Retention Rate
1.5.4. Staff Satisfaction Rate
1.5.5. Average Time of Unfilled Vacancies
1.5.6. Average Training Time
1.5.7. Average Time to Achieve Goals
1.5.8. Absenteeism Levels
1.5.9. Occupational Accidents

1.6. Performance Evaluation
1.6.1. Performance Assessment Components and Cycle
1.6.2. 360° Assessment
1.6.3. Performance Management: A Process and a System
1.6.4. Management by Objectives
1.6.5. Operation of the Performance Assessment Process

1.7. Training Plan
1.7.1. Fundamental Principles
1.7.2. Identification of Training Needs
1.7.3. Training Plan
1.7.4. Training and Development Indicators

1.8. Identification of Potential
1.8.1. Potential
1.8.2. Soft Skills as a Key High-Potential Initiator
1.8.3. Methodologies for Identifying Potential: Learning Agility Assessment (Lominger) and Growth Factors

1.9. Talent Map
1.9.1. George Odiorne-4 Box Matrix
1.9.2. 9-Box Matrix
1.9.3. Strategic Actions to Achieve Effective Talent Outcomes

1.10. Talent Development Strategy and ROI
1.10.1. 70-20-10 Learning Model for Soft Skills
1.10.2. Career Paths and Succession
1.10.3. Talent ROI

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"

TECH Business School uses the Case Study to contextualize all content

Our program offers a revolutionary approach to developing skills and knowledge. Our goal is to strengthen skills in a changing, competitive, and highly demanding environment.

"At TECH, you will experience a learning methodology that is shaking the foundations of traditional universities around the world"

Optimal decision

Patient Values

Research Evidence

Clinical Data

This program prepares you to face business challenges in uncertain environments and achieve business success.

A learning method that is different and innovative

This TECH program is an intensive educational program, created from scratch to present executives with challenges and business decisions at the highest level, whether at the national or international level. This methodology promotes personal and professional growth, representing a significant step towards success. The case method, a technique that lays the foundation for this content, ensures that the most current economic, social and business reality is taken into account.

> *You will learn, through collaborative activities and real cases, how to solve complex situations in real business environments"*

The case method has been the most widely used learning system among the world's leading business schools for as long as they have existed. The case method was developed in 1912 so that law students would not only learn the law based on theoretical content. It consisted of presenting students with real-life, complex situations for them to make informed decisions and value judgments on how to resolve them. In 1924, Harvard adopted it as a standard teaching method.

What should a professional do in a given situation? This is the question we face in the case method, an action-oriented learning method. Throughout the program, the studies will be presented with multiple real cases. They must integrate all their knowledge, research, argue and defend their ideas and decisions.

Our program prepares you to face new challenges in uncertain environments and achieve success in your career.

Relearning Methodology

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

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

Our online system will allow you to organize your time and learning pace, adapting it to your schedule. You will be able to access the contents from any device with an internet connection.

At TECH you will learn using a cutting-edge methodology designed to train the executives of the future. This method, at the forefront of international teaching, is called Relearning.

Our online business school is the only one in the world licensed to incorporate this successful method. In 2019, we managed to improve our students' overall satisfaction levels (teaching quality, quality of materials, course structure, objectives...) based on the best online university indicators.

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)

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. With this methodology we have trained more than 650,000 university graduates with unprecedented success in fields as diverse as biochemistry, genetics, surgery, international law, management skills, sports science, philosophy, law, engineering, journalism, history, markets, and financial instruments. All this in a highly demanding environment, where the students have a strong socio-economic profile and an average age of 43.5 years.

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.

From the latest scientific evidence in the field of neuroscience, not only do we know how to organize information, ideas, images and memories, but we know that the place and context where we have learned something is fundamental for us to be able to remember it and store it in the hippocampus, to retain it in our long-term memory.

In this way, and in what is called neurocognitive context-dependent e-learning, the different elements in our program are connected to the context where the individual carries out their professional activity.

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 applied to the 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.

Classes

There is scientific evidence suggesting that observing third-party experts can be useful.

Learning from an Expert strengthens knowledge and memory, and generates confidence in future difficult decisions.

Management Skills Exercises

They will carry out activities to develop specific executive competencies in each thematic area. Practices and dynamics to acquire and develop the skills and abilities that a high-level manager needs to develop in the context of the globalization we live in.

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.

30%

10%

8%

3%

30%

15%

4%

Case Studies

Students will complete a selection of the best case studies chosen specifically for this program. Cases that are presented, analyzed, and supervised by the best senior management specialists in the world.

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".

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.

Our Students' Profiles

This Postgraduate Certificate is aimed at engineers and graduates with experience who want to deepen and update their knowledge in all the necessary aspects to be taken into account for the proper management of an industrial company.

Students with these degrees should have a sufficient knowledge base to take the modules of the program's syllabus with greater guarantees of understanding the content.

Professionals with a university degree in any area and two years of work experience in the field of Human Resources, leadership and integrated project management in industrial companies may also study the Postgraduate Certificate.

"
Studying this program will open a series of professional doors that you will not be able to miss"

Average Age

Between **35** and **45** years old

Years of Experience

From 5 to 10 years **25%**

Up to 5 years **5%**

10 to 15 years **42%**

More than 15 years **28%**

Training

Business **28%**

Economics **19%**

Engineering **38%**

Social Sciences **15%**

Academic Profile

Executives **15%**

Project Managers **35%**

Entrepreneurs **20%**

Other **30%**
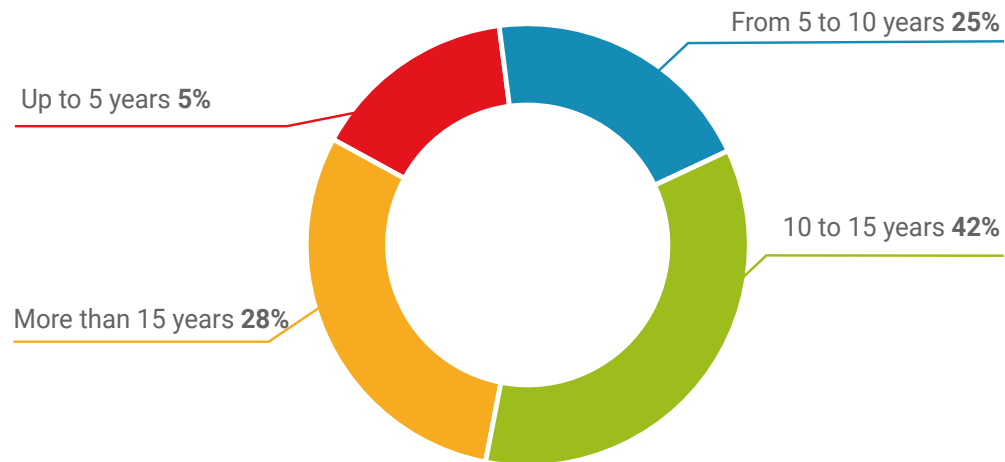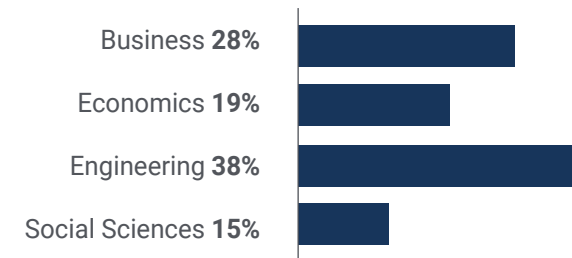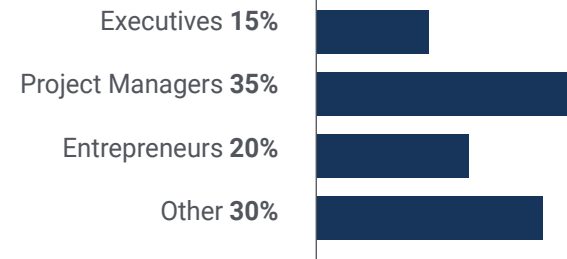
Geographical Distribution

- USA **15%**
- Spain **40%**
- Mexico **23%**
- Colombia **4%**
- Argentina **8%**
- Chile **2%**
- Peru **2%**
- Other **6%**
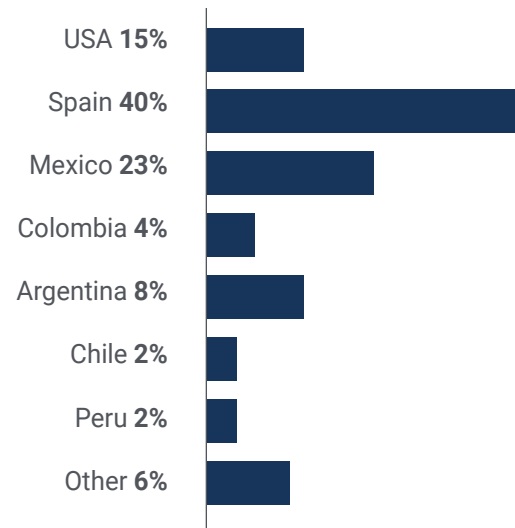
Adriana Sánchez

Project manager

"This Postgraduate Certificate has been a before and after in my career. In addition to a professional promotion, now I feel that I do my work in a more complete way and based on the actuality of my area. I recommend all those who want to learn how to better manage the human capital of companies to choose this program"

Course Management

This Postgraduate Certificate has a faculty made up of experts of reference in everything related to Human Resources in industrial companies, who pour into this up to date program the experience of their years of work. In addition, other experts of recognized prestige in related areas participate in its design and elaboration, completing the Postgraduate Certificate in an interdisciplinary way, making it, therefore, a unique and highly nourishing experience at an academic level for the student.

Studying with the experience of the best in the industry is priceless. That's why you shouldn't miss this educational opportunity"

Management

Dr. Asensi, Francisco Andrés

- PhD in Industrial Engineering in Business Organization from the University of Castilla la Mancha (UCLM)
- Degree Industrial in Industrial Organization Engineer from the University Polytechnic of Valencia
- He has worked in several areas, such as Engineering, Quality, Production, Logistics, Information Systems and Human Resources, in companies of several industrial sectors
- He has implemented and developed a multitude of management systems for excellence (Quality, Scorecard, *Lean Manufacturing*, Continuous Improvement and Process Improvement) in several industrial companies
- Coach of *Strategic* Coaching
- Author of various business books: "The Adaptive Enterprise", "*Lean Manufacturin*g: Key Indicators used to efficiently manage Continuous Improvement", "*Lean Manufacturing*: Keys to Material Flow Improvement"
- Author of several books on Personal and Professional Development: "Total Leader", "self-coaching"

Professors

Mr. Navarra Jarque, Francisco

- Human Resources professional with more than 20 years of experience, with an academic specialization in Psychology and a generalist profile with a clear focus on internal customer service and providing value from all areas of the area

- More than 10 years working in ISTOBAL, providing experience in collective and individual bargaining, talent recruitment and retention, development of remuneration, compensation and benefits policies, and occupational risk prevention, including plans for the prevention of psychosocial risks

- During his career he has developed the necessary skills to adapt HR actions to changing situations and complex environments

Impact on Your Career

TECH is aware that taking a program of these characteristics is a great economic, professional and of course, personal investment. The ultimate goal of this great effort should be to achieve professional growth.

And for this, we offer you a unique opportunity with this Postgraduate Certificate, thanks to which you will be able to increase your skills and therefore, improve your daily practice and your chances of career advancement.

"

Our challenge is to generate a positive change in your professional career. We are fully committed to helping you achieve it"

Are you ready to take the leap?
Excellent professional development awaits

TECH's Postgraduate Certificate in Leadership and People Management in Industrial Companies is an intensive program that will prepare you to face business challenges and decisions in the field of Leadership and People Management in Industrial Companies. Its main objective is to promote your personal and professional growth, to help you achieve success.

If you want to improve yourself, make a positive change professionally and network with the best, this is the place for you.

Achieve a positive change in your career, thanks to the opportunity that TECH offers you with this program.

Don't miss the opportunity to specialize with us. You will find the most relevant information on this subject that will allow you to give a boost to your profession.

When the change occurs

During the program	During the first year	After 2 years
13%	**61%**	**26%**

Type of change

Internal Promotion **35%**

Change of Company **45%**

Entrepreneurship **20%**
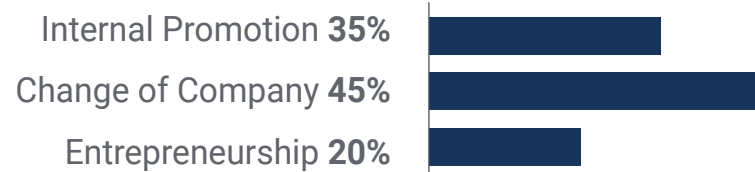
Salary increase

This program represents a salary increase of more than **25%** for our students

Salary before	A salary increase of	Salary after
$57,900	**25.22%**	**$72,500**

10

Benefits for Your Company

The Postgraduate Certificate in Leadership and People Management in Industrial Companies contributes to elevate the organization's talent to its maximum potential by specializing high level leaders. Thus, participating in this specialization is a unique opportunity to access a powerful network of contacts in which to find future professional partners, customers or suppliers.

This program will provide you with the keys to bring a new business vision to your company"

Developing and retaining talent in companies is the best long term investment.

01

Intellectual Capital and Talent Growth

Bring new concepts, strategies and perspectives to the company that can bring about relevant changes in the organization

02

Retaining high potential executives to avoid talent drain

This program strengthens the link between the company and the professional and opens new avenues for professional growth within the company

03

Building agents of change

Be able to make decisions in times of uncertainty and crisis, helping the organization to overcome obstacles

04

Increased international expansion possibilities

Thanks to this program, the company will come into contact with the main markets in the world economy

Project Development

05

Be able to work on a real project or develop new projects in the R+D or Business Development area of your company

Increased competitiveness

06

This program will equip students with the skills to take on new challenges and drive the organization forward

Certificate

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

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

This **Postgraduate Certificate in Leadership and People Management in Industrial Companies** contains the most complete and up to date program on the market.

After the student has passed the assessments, they will receive their corresponding **Postgraduate Certificate** issued by **TECH Technological University** via tracked delivery*.

The certificate issued by **TECH Technological University** will reflect the qualification obtained in the **Postgraduate Certificate**, and meets the requirements commonly demanded by labor exchanges, competitive examinations and professional career evaluation committees.

Title: **Postgraduate Certificate in Leadership and People Management in Industrial Companies**

Official Nº of hours: **150 h.**

tech technological university

Awards the following
CERTIFICATE
to
Mr./Ms. _____, with identification number _____.
For having passed and accredited the following program

POSTGRADUATE CERTIFICATE
in
Leadership and People Management
in Industrial Companies

This is a qualification awarded by this University, equivalent to 150 hours, with a start date of dd/mm/yyyy and an end date of dd/mm/yyyy.

TECH is a Private Institution of Higher Education recognized by the Ministry of Public Education as of June 28, 2018.

June 17, 2020

Tere Guevara Navarro
Dean

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 EDUCATION will make the necessary arrangements to obtain it, at an additional cost.

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