Postgraduate Diploma
Talent Management

tech *technological university*

Postgraduate Diploma
Talent Management

Language: **English**

Course Modality: **Online**

Duration: **6 months**

Certificate: **TECH Technological University**

Teaching Hours: **375 h.**

Target Group: **Graduates and professionals with demonstrable experience in the sector.**

Website: **www.techtitute.com/pk/school-of-business/postgraduate-diploma/postgraduate-diploma-talent-management**

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01
Welcome

Human capital is one of the great strengths of business and, therefore, entrepreneurs must choose to retain those employees who are a plus in their companies, since they are the ones who drive the companies to success. Talent Management aims, precisely, to solve the problem of the departure of those workers who represent a qualitative value for their skills, productivity and talent to perform their tasks, but who, due to external circumstances, decide to seek new employment horizons. The aim of this program is to increase the qualification of managers so that they are capable of carrying out appropriate Human Resources management, which favors both the growth of the company and of the personnel.

**Postgraduate Diploma in Talent Management.
TECH Technological University**

The figure of the upright, inflexible and authoritarian manager has become obsolete. A new profile has emerged, one that is much more in line with new trends and stands out for being technologically savvy, practising active listening and being self-critical of their work"

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 Harvard Business School case studies"

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 methodology (the most internationally recognized postgraduate learning methodology) with Harvard Business School case studies. A complex balance of traditional and state-of-the-art methods, within the most demanding academic framework.

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

The main objective of this program is to provide Human Resources professionals with the most complete information available so that they are able to strategically manage their department, applying the most appropriate techniques and tools to manage the organization's talent and create more competitive teams. Therefore, at the end of the program, students will have acquired a higher level of competence, thanks to which, they will be able to access the senior management of people in any company.

Do you work in Human Resources and are you looking for an improvement to create the most competitive teams? Don't think twice, this program will give you the keys to achieve it"

TECH makes the goals of their students their own goals too. Working together to achieve them.

The **Postgraduate Diploma in Talent Management** will enable students to:

01 Enhance management development at a personal and team level in order to grow as leaders in their area of competence

02 Analyze the human talent of workers and integrate them into a department according to their qualities

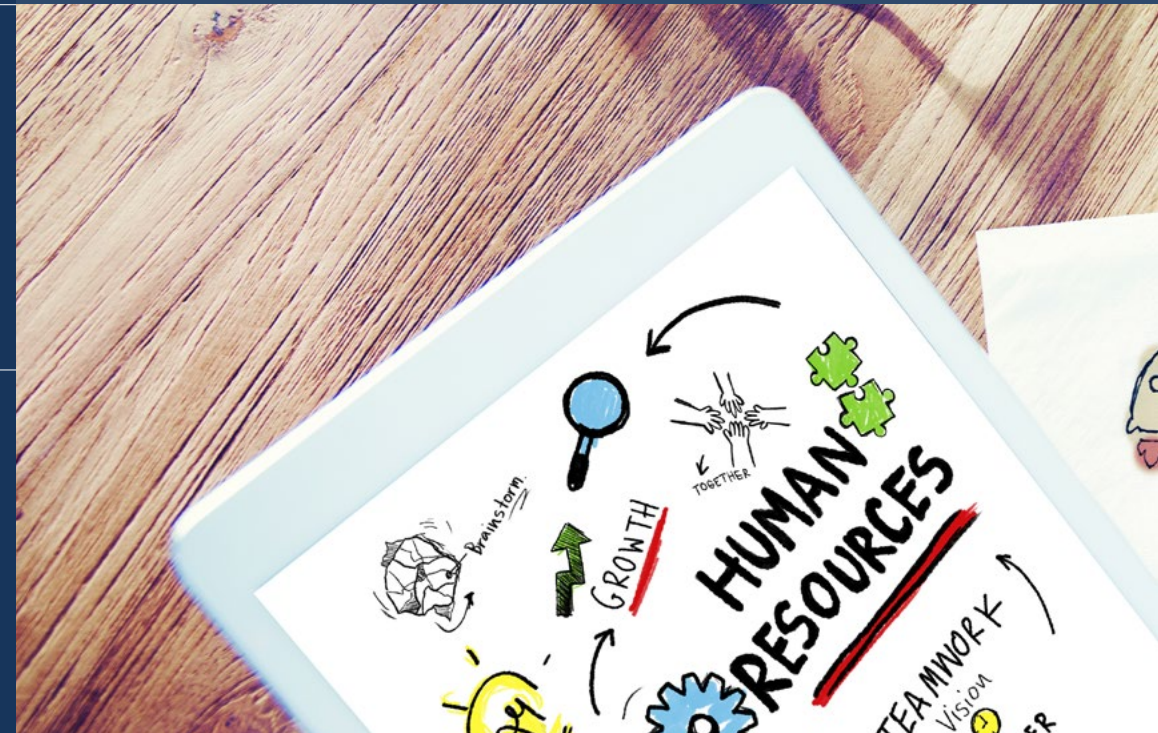**03** Develop strategies to reduce the loss of talent in companies

04 Develop cutting-edge methodologies and techniques in people management and talent development within the organization through a strategic and innovative vision

05 Implement appropriate internal communication techniques to maintain cohesion and correctly convey strategic objectives

06 Establish and analyze the talent map of an organization

07 Define appropriate compensation policies to develop talent in the company

08 Establish strategies to identify, train and develop talent internally

Structure and Content

The Postgraduate Diploma in Talent Management compiles the most up-to-date information that Human Resources managers must handle, with the aim of being able to retain those employees who stand out at a qualitative level in the organization. To this end, students are offered a high-quality syllabus, consisting of 3 teaching modules of great interest to professionals in the sector, which are complemented by multiple practical activities.

Develop the necessary skills to identify the talent in your company and promote their growth within the organization"

Syllabus

The Postgraduate Diploma in Talent Management of TECH Technological University has a complete syllabus focused on improving the skills of business professionals. In this way, it provides all the necessary knowledge to carry out a proper organization of human capital, identifying their weaknesses and strengths and, above all, those employees who represent a qualitative leap in quality in the organization.

In this way, in order to develop the managerial skills to retain these employees, students are offered high-quality theoretical and practical content, designed by a teaching team with extensive experience in the field of Human Resources. Teachers who understand the importance of updating knowledge in order to achieve the professional goals set.

Therefore, throughout 375 hours of study, students will analyze a multitude of practical cases through individual work, which will provide them with the necessary skills for their professional development in the Human Resources department.

To this end, specific aspects such as organizational behavior, talent management and diversity will be studied. Thanks to this, the professional will acquire the competencies to create and manage multicultural and fully efficient work teams in order to achieve the organization's objectives.

This Postgraduate Diploma takes place over 6 months and is divided into 3 modules:

Module 1.	Organizational Behavior
Module 2.	Talent Management
Module 3.	Diversity Management

Where, When and How is it Taught?

TECH offers the possibility of developing this Postgraduate Diploma in Talent Management completely online. Throughout the 6 months of the educational program, you will be able to access all the contents of this program at any time, allowing you to self-manage your study time.

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

Module 1. Organizational Behavior

1.1. Organizational Behavior
1.1.1. Organizations
1.1.2. Organizational Theory
1.1.3. Organizations, People and Society
1.1.4. Historical Evolution of Organizational Behavior

1.2. Organizational Culture
1.2.1. Values and Organizational Culture
1.2.2. Key Components for Change in Organizations
1.2.3. The Evolution of Scientific Thought and the Organization as a System
1.2.4. Culture and Transformation

1.3. Organization Management
1.3.1. Levels and Managerial Qualities
1.3.2. The Function of Planning and Organization
1.3.3. The Function of Management and Control
1.3.4. The New Role of the HR Manager

1.4. Knowledge Management
1.4.1. Collective Intelligence vs Knowledge Management
1.4.2. Perspectives and Tools for Knowledge Management
1.4.3. Collaborative Environments and Learning Communities

1.5. People in Organizations
1.5.1. Quality of Work Life and Psychological Well-Being
1.5.2. Work Teams and Meeting Management
1.5.3. Coaching and Team Management

1.6. Organizational Structure
1.6.1. Main Coordination Mechanisms
1.6.2. Departments and Organization Charts
1.6.3. Authority and Responsibility
1.6.4. Empowerment

1.7. Organizational Design
1.7.1. The Environment
1.7.2. The Strategy
1.7.3. Technology
1.7.4. Human Resources

1.8. Power and Politics
1.8.1. Power within Organizations
1.8.2. Structural Power Sources
1.8.3. Political Tactics

Module 2. Talent Management

2.1. Managing Human Capital
2.1.1. Intellectual Capital. The Intangible Asset of Knowledge
2.1.2. Talent Acquisition
2.1.3. Search for People for the Organization
2.1.4. Preventing the Loss of Human Resources

2.2. Innovation in Talent and People Management
2.2.1. Strategic Talent Management Models
2.2.2. Talent Identification, Training and Development
2.2.3. Loyalty and Retention
2.2.4. Proactivity and Innovation

2.3. Strategic Engagement Management
2.3.1. Engagement Management in the New Generations
2.3.2. Return on Capital Stock
2.3.3. Emotional Salary

2.4. Talent Management and Commitment
2.4.1. Keys for Positive Management
2.4.2. Talent Map of the Organization
2.4.3. Cost and Added Value

2.5. Human Resources Management by Competencies
2.5.1. Analysis of the Potential
2.5.2. Remuneration Policy
2.5.3. Career/Succession Planning

2.6. Training Management
2.6.1. Learning Theories
2.6.2. Talent Detection and Retention
2.6.3. Gamification and Talent Management
2.6.4. Training and Professional Obsolescence

2.7. Motivation
2.7.1. The Nature of Motivation
2.7.2. Expectations Theory
2.7.3. Needs Theory
2.7.4. Motivation and Financial Compensation

2.8. Compensation and Non-Economic Benefits
2.8.1. Quality of Life in the Workplace Programs
2.8.2. Expansion and Enrichment of the Job
2.8.3. Flexible Schedules and Job Sharing
2.8.4. Healthy Environment Organization

2.9. Incentives and Profit Sharing
2.9.1. Incentive Systems
2.9.2. Cost Reduction Plans
2.9.3. Distribution of Salary Concepts

2.10. Environment, Strategy, and Metrics
2.10.1. Efficiency and Motivation in the Workplace
2.10.2. Study of Methods and Work Measurement
2.10.3. Performance Evaluation

Module 3. Diversity Management

3.1. Talent Management in International Campaigns
3.1.1. Global Vision of Talent Management
3.1.2. Talent Map of an Organization
3.1.3. Cultural Trends and Internationalization
3.1.4. Internationalization of Talent Management

3.2. International Career Management
3.2.1. International Professional Profile
3.2.2. Global Mobility
3.2.3. Expatriate Management

3.3. Diversity Management
3.3.1. Working With Diversity
3.3.2. Diversity, CSR and Coaching
3.3.3. Managing Equality and Diversity
3.3.4. Managing Multicultural Teams

3.4. New Industrial Relations Framework
3.4.1. Industrial Reform
3.4.2. Negotiation of the Collective Bargaining Agreement
3.4.3. Strategic Relations With the Syndicates
3.4.4. Industrial Relations and Business Restructures

3.5. HR Marketing: An International Vision
3.5.1. Employer Branding
3.5.2. HR Customer Experience

3.6. Multinationals and Human Rights
3.6.1. Globalization, Human Rights and Multinational Companies
3.6.2. Multinational Companies and International Law
3.6.3. Specific Legal Instruments

3.7. Expatriate Management
3.7.1. Managing the Expatriation Process Repatriation
3.7.2. Repatriation
3.7.3. Individual Skills for Success in International Destinations

3.8. Expatriate Compensation
3.8.1. Economic Compensation
3.8.2. Place and Currency of Payment
3.8.3. Tax Policies

"Managing multicultural teams will allow you to identify the top talent in your organization"

06
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"

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%
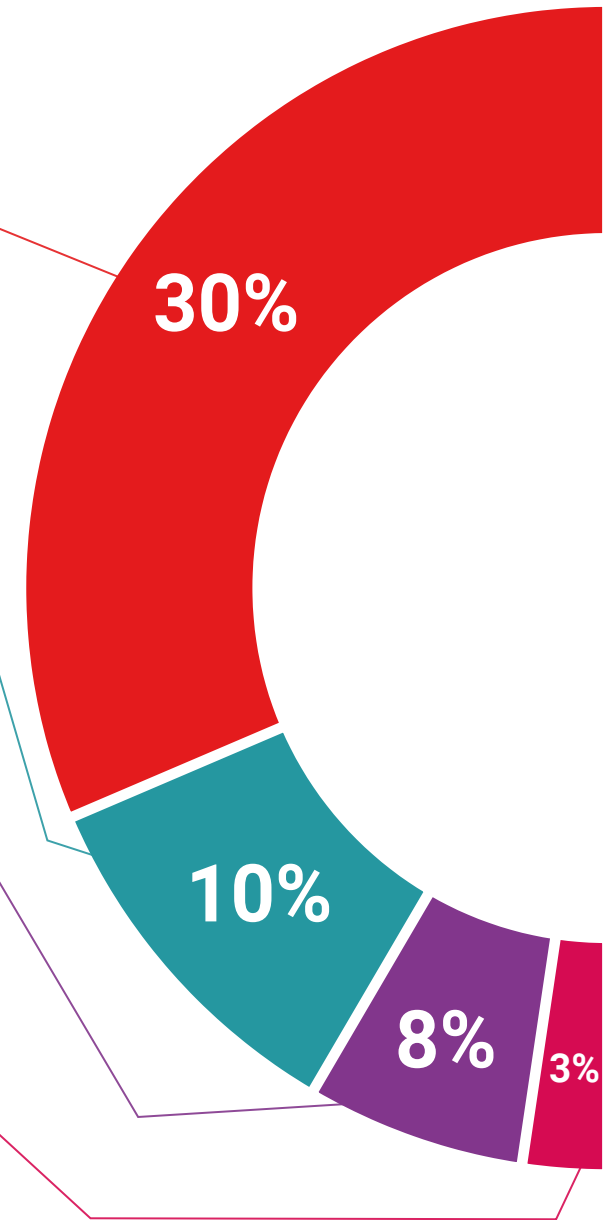
Case Studies

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

The Postgraduate Diploma in Talent Management is a program aimed at professionals related to Human Resources and related sectors who want to update their knowledge, discover new ways of managing talent in organizations and advance in their professional career. Undoubtedly, these are students interested in quality studies, which not only serve for their own personal growth, but also allow them to apply everything they have learned to their daily work.

" If you have experience in people management and are looking for an interesting career enhancement while continuing to work, this is the program for you"

Average Age

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

Years of Experience

From 10 to 15 years **18%**

Over 5 years **22%**

From 5 to 10 years **31%**

Up to 15 years **29%**

Training

Labor Relationships **23%**

Economics and Business **18%**

Psychology **27%**

Human Resources **32%**

Educational Profile

HR Manager **32%**

HR Technicians **29%**

Entrepreneurs **15%**

Heads of Department **24%**
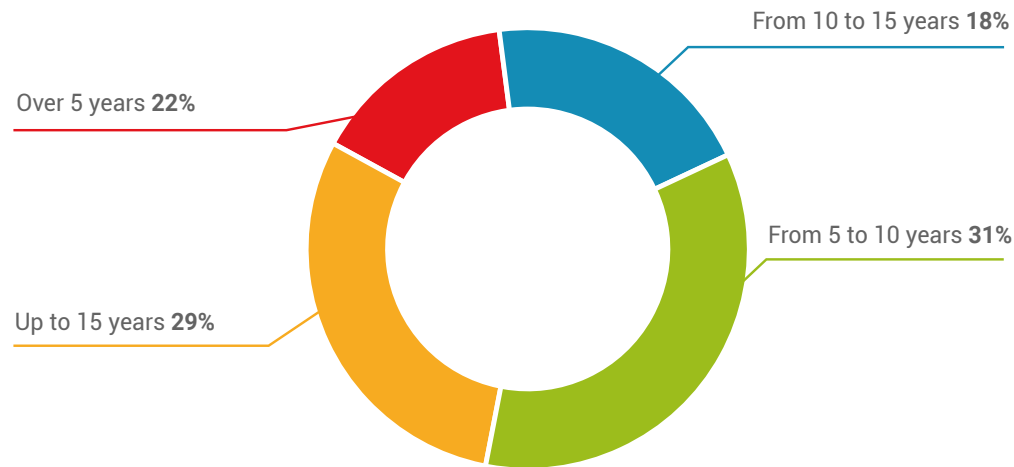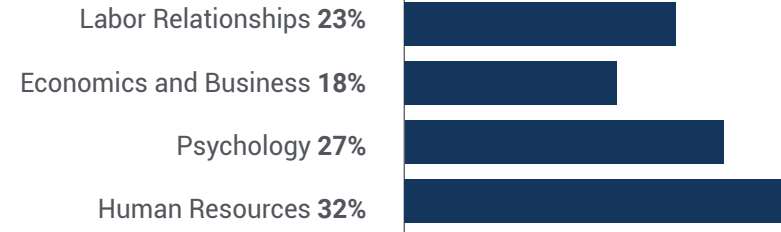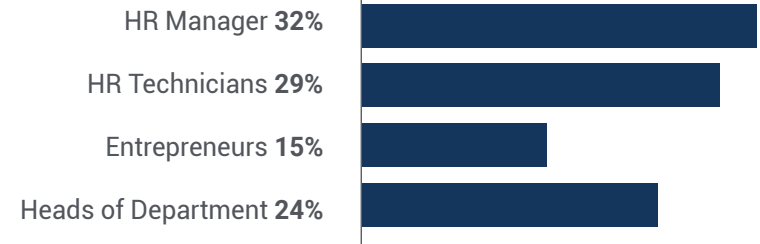
Geographical Distribution

USA **13%**

Spain **39%**

Mexico **31%**

Colombia **17%**

Luis Sánchez Ortiz

HR Manager

"Managing a company's Human Resources is not an easy task and even less so when you need to retain all that talent that, due to circumstances outside the organization, decides to take new paths. That's why I had been looking for some time for studies that would offer me the latest strategies to effectively manage my team. Fortunately, this program has opened the doors to a wide field of knowledge, and I recognize that I have learned some key skills that I am already putting into practice in my work"

Impact on Your Career

The completion of this specific program on Talent Management in organizations will mean a quality plus in the qualification of students, who will be better able to manage Human Resources departments with a strategic vision committed to the interests of the company. However, it will also open the doors to a constantly growing labor market, which is betting on professionals with great managerial skills, but also with an excellent curriculum vitae.

tech

"*After passing our program, you will receive a certificate that will be a plus of quality in your CV*"

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

The Postgraduate Diploma in Talent Management of TECH Technological University is an intensive program that prepares professionals to face challenges and business decisions, in the field of Human Resources. The main objective is to promote personal and professional growth. Helping students achieve success.

Those who complete this program will be one step away from achieving their job prospects.

Specialize in talent management and gain access to the HR departments of large companies in your country.

Opt for change and achieve those professional goals you've been longing to accomplish.

Time of Change

During the program	During the first year	After 2 years
11%	**63%**	**26%**

Type of change

Internal Promotion **47%**

Change of Company **45%**

Entrepreneurship **8%**
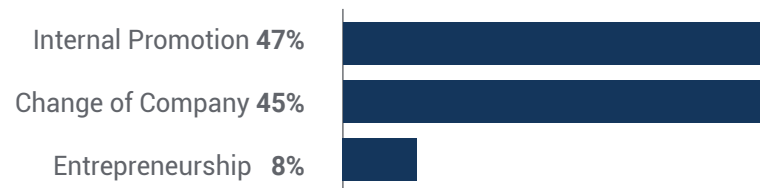
Salary increase

This program represents a salary increase of more than **25.22%** for our students

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

09
Benefits for Your Company

The Postgraduate Diploma in Talent Management is a program of a high educational level that will not only benefit the students who take it, but also the companies in which they work, by providing a wealth of information that will be essential for professional development in any organization. Undoubtedly, it is a unique opportunity to learn from the best professionals in the sector.

An indispensable program for applying a new working method to personnel management"

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

01

Intellectual Capital and Talent Growth

The executive will introduce the company to new concepts, strategies, and perspectives that can bring about significant changes in the organization.

03

Building agents of change

The manager will be able to make decisions in times of uncertainty and crisis, helping the organization overcome obstacles.

02

Retaining high-potential executives to avoid talent drain

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

04

Increased international expansion possibilities

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

05

Project Development

The executive can work on a real project or develop new projects in the field of R&D or business development of their company.

06

Increased competitiveness

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

10
Certificate

The Postgraduate Diploma Talent Management guarantees students, in addition to the most rigorous and up-to-date education, access to a Postgraduate Diploma 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 Diploma in Talent Management** 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 Diploma** issued by **TECH Technological University** via tracked delivery*.

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

Title: **Postgraduate Diploma in Talent Management**

Official Nº of Hours: **375 h.**

tech technological university

Awards the following

CERTIFICATE

to

Mr./Ms. _____, with identification number _____.

For having passed and accredited the following program

POSTGRADUATE DIPLOMA

in

Talent Management

This is a qualification awarded by this University, equivalent to 375 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

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.

Postgraduate Diploma
Talent Management

Language: **English**
Course Modality: **Online**
Duration: **6 months**
Certificate: **TECH Technological University**
Teaching Hours: **375 h.**

Postgraduate Diploma
Talent Management