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COURSE BROCHURE

Advanced Mini MBA in Human Resources Business Leadership Training

16 – 27 November 2026
Madrid

Advanced Mini MBA in Human Resources Business Leadership Training

Ref: 770_29081 **Date:** 16 – 27 November 2026 **Location:** Madrid **Fees:** 9500 GBP

Mini MBA in Human Resources Business Leadership is a 2-week training course for HR managers moving into general management roles, built around one work product: an HR business case with costed options. Boards now expect people leaders to argue in the language of margins, cash and market position, not only policy. Jupiter Prime Training runs this Mini MBA in Human Resources Business Leadership for leaders ready to take a seat at the business table.

Why Mini MBA in Human Resources Business Leadership Matters Now

Three forces are pulling HR leaders towards general management. Finance directors ask for the return on every headcount and reward decision; chief executives want the employer brand to win scarce skills; and operating heads judge HR by cycle times and service levels. A function that answers in business terms earns budget and influence, while one that cannot is cut back to administration. The course rests on established business tools: the Balanced Scorecard BSC, net present value NPV and payback analysis, the marketing mix, and ISO 30414, the international guideline for human capital reporting.

Who Gains Most from Mini MBA in Human Resources Business Leadership

- Heads of people functions answerable for headcount budgets and workforce cost
- Senior HR managers preparing to run a business unit or shared service
- Reward and organisation design leads who propose investments to executive committees
- Talent and employer brand leads competing for scarce professional skills
- HR operations managers accountable for service levels and process cost

The greatest gain comes when an HR leadership team attends with a finance or operations counterpart, so the costed options are argued from both sides of the table.

Mini MBA in Human Resources Business Leadership Capabilities

Participants leave able to read a profit and loss statement as easily as an engagement survey, and to turn people proposals into investment cases a board can approve.

- Interpret income statements, balance sheets and cash flow — budget negotiations with the finance director
- Calculate payback, NPV and cost per hire for people initiatives — investment committee approval
- Align workforce priorities with competitive strategy — the executive team's annual plan
- Design an employer value proposition using marketing methods — candidates and hiring managers
- Assess HR service operations with process and capacity measures — line managers and shared service users
- Build a costed HR business case with options and risks — the chief executive and board

Key Mini MBA in Human Resources Business Leadership Terms

- Human capital ROI — the financial return generated for each unit spent on pay, benefits and people development.
- Net present value — today's value of future cash gains minus costs, discounted at the organisation's required rate of return.
- Employer value proposition — the set of rewards, experiences and promises an organisation offers in exchange for skills and effort.
- Cost of vacancy — the output or revenue lost each day a critical role stays unfilled.
- Operating model — how an HR function arranges its people, processes and technology to deliver services.
- Sensitivity analysis — testing how a business case result changes when key assumptions move up or down.

Mini MBA in Human Resources Business Leadership Day by Day

Day 1: The General Manager's Lens

- Business Model Canvas — Where People Costs Create or Destroy Value
- Stakeholder Mapping of the Executive Committee — Who Funds HR Proposals
- Value Chain Analysis — Linking HR Activities to Customer Outcomes
- Industry Forces Review — Talent Pressures in Energy and Healthcare
- Personal Leadership Transition Plan — From Function Head to Business Leader

Day 2: Financial Statements for People Leaders

- Income Statement Reading — Payroll Weight Against Revenue and Margin
- Balance Sheet Basics — Provisions for End-of-Service and Leave Liabilities
- Cash Flow Statement — Timing of Bonuses and Recruitment Spend
- Financial Ratio Toolkit — Revenue per Employee and Labour Cost Share
- Budget Variance Analysis — Explaining Headcount Overruns to Finance

Day 3: Investment Appraisal for HR Initiatives

- Payback Period Calculation — Ranking Competing Learning and Reward Proposals
- Discounted Cash Flow and NPV — Multi-Year Workforce Investments
- Cost of Vacancy and Turnover Models — Pricing Attrition for the Board
- Human Capital ROI Formula — Setting Credible Return Expectations
- Sensitivity and Scenario Tables — Showing Risk in People Investments

Day 4: Competitive Strategy and Workforce Choices

- Generic Strategy Positions — Cost Leadership Versus Differentiation Workforce Needs
- Core Capability Analysis — Which Skills to Build, Buy or Borrow
- Strategy Map Construction — Cause and Effect from Learning to Profit
- Balanced Scorecard BSC People Perspective — Selecting Leading Indicators
- Portfolio Prioritisation Matrix — Sequencing HR Initiatives Against Strategy

Day 5: Marketing the Employer Brand

- Talent Market Segmentation — Targeting Scarce Engineering and Clinical Profiles
- Employer Value Proposition Design — Differentiating Against Rival Employers
- Marketing Mix for Recruitment — Channel, Message and Cost Choices
- Candidate Journey Mapping — Removing Drop-Off Points in Hiring
- Brand Health Metrics — Offer Acceptance and Source Quality

Day 6: Operations and HR Service Delivery

- Process Mapping of Hire-to-Retire — Locating Delays and Rework
- Lean Waste Analysis — Cutting Cycle Time in Onboarding
- Capacity and Demand Planning — Staffing HR Shared Services Correctly
- Service Level Agreements — Setting Response Standards with Line Managers
- Make-or-Outsource Assessment — Payroll and Recruitment Sourcing Decisions

Day 7: Measuring and Reporting Human Capital

- ISO 30414 Reporting Areas — Choosing Metrics for Internal and External Readers
- HR Dashboard Design — What Executives Read in Two Minutes
- Workforce Productivity Measures — Output per Full-Time Equivalent
- Engagement and Retention Correlation — Linking Survey Results to Turnover Cost
- Board Narrative Writing — Turning Numbers into Decisions

Day 8: Organisation Design and Change Economics

- Spans and Layers Review — Cost of Management Structures
- Restructuring Cost Model — Severance, Redeployment and Productivity Dip
- Change Readiness Assessment — Timing Large People Moves
- Negotiation Planning with Unions and Works Councils — Protecting Deal Value
- Risk Register for Workforce Projects — Owners, Triggers and Mitigations

Day 9: Influencing the Executive Table

- Executive Briefing Structure — Answer First, Evidence Second
- Options Appraisal Format — Presenting Do-Nothing, Moderate and Bold Choices
- Objection Handling with Finance Directors — Defending Assumptions Calmly
- Peer Coalition Building — Securing Sponsors Before the Meeting
- Decision Paper Drafting — One-Page Summaries for Committees

Day 10: Practising the HR Business Case

- Problem Framing with the Value Chain — Defining the Business Need
- Costed Option Build with NPV and Payback — Comparing Three Routes
- Scorecard Indicators for Benefits Tracking — Proving Results After Approval
- Mock Investment Committee Presentation — Peer Challenge and Feedback
- Final HR Business Case with Costed Options — Ready for Sponsor Review

Applying Mini MBA in Human Resources Business Leadership After the Course

- Recalculate the cost of vacancy for your three hardest-to-fill roles and present the figures to the finance director.
- Run a lean review of one hire-to-retire process and propose a service level agreement to line managers.

Mini MBA in Human Resources Business Leadership Questions FAQ

What is a Mini MBA in Human Resources Business Leadership and why does it matter now?

A Mini MBA in Human Resources Business Leadership teaches finance, strategy, marketing and operations through a people lens. It matters now because executives expect HR leaders to justify every proposal with costs, returns and market evidence before granting budget.

Which roles gain most from a Mini MBA in Human Resources Business Leadership?

Senior HR managers moving towards general management gain most. Heads of people functions, reward leads, talent leads and HR operations managers who must argue for budget with finance and operating executives will use the methods immediately.

How does a Mini MBA in Human Resources Business Leadership differ from a strategic HR course?

It centres on business disciplines rather than HR practice. A strategic HR course refines people policies, whereas this Mini MBA teaches investment appraisal, competitive strategy, brand marketing and operations so you can lead beyond the function.

What do you bring back from a Mini MBA in Human Resources Business Leadership?

You bring back a costed business case for a real people initiative. It compares options with payback and NPV figures, carries scorecard indicators for tracking benefits, and is drafted in the one-page decision format executives expect.

Mini MBA in Human Resources Business Leadership: The Way Forward

The HR business case with costed options first informs whether the executive committee funds a people initiative over competing investments. Finance directors, chief executives and business unit heads read it, and HR leaders defend it. After its first use, revisit the sensitivity assumptions against actual results, since that comparison builds the credibility the next proposal will need.