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COURSE BROCHURE

Human Resources Leadership Bootcamp Training Course

8 – 12 November 2027
Madrid

Human Resources Leadership Bootcamp Training Course

Ref: 2515_95457 **Date:** 8 – 12 November 2027 **Location:** Madrid **Fees:** 5600 GBP

Human Resources Leadership Bootcamp is a 1-week training course for human resources business partners and team leads who must lead people specialists, influence executives and coach line managers, and it ends with a personal leadership action plan. People functions now sit at the centre of restructuring and skills shortages, so their leaders' credibility shapes outcomes. Jupiter Prime Training delivers this Human Resources Leadership Bootcamp.

Why Human Resources Leadership Bootcamp Matters Now

Three pressures meet in the people function today. Executives expect human resources leaders to argue from evidence and commercial logic, not from policy alone. Line managers carry more people decisions than before and need coaching rather than rule books. Employees judge fairness quickly. Leaders who influence well join decisions early; others are called in only to repair. The course rests on situational leadership thinking, structured coaching conversations and stakeholder mapping, applied to the realities of people work.

Who Gains Most from Human Resources Leadership Bootcamp

- Business partners who advise directors on restructuring, talent and employee relations decisions
- Team leads who manage recruitment, reward or learning specialists day to day
- Employee relations advisers who guide managers through grievances and sensitive cases
- Talent and development specialists who coach managers on performance and growth
- Generalists supervising a small people team for the first time

Gains are greatest when several members of one people function attend together, because they leave with a shared leadership language and agreed habits for working with executives and line managers.

Human Resources Leadership Bootcamp Capabilities

Participants practise moving from adviser to leader: reading power, framing a case and coaching others.

- Assess personal leadership style against the needs of the people team — line manager and team member expectations
- Build a stakeholder influence map for a live people initiative — executive sponsorship decisions
- Frame a business case for a people intervention in commercial terms — budget holders and directors
- Apply a structured coaching conversation with a line manager — manager capability and accountability
- Design an approach to a difficult conversation that protects dignity and fairness — employee trust and case outcomes
- Specify personal leadership habits with measures and review points — the leader and their own manager

Key Human Resources Leadership Bootcamp Terms

- Leadership style — the consistent pattern of direction and support a leader gives, adjusted to the person and the task.
- Stakeholder influence map — a chart of the people who shape a decision, their interests, power and current position.
- Coaching conversation — a structured discussion where a leader's questions help another person own a solution.
- Psychological safety — a shared belief that people can raise concerns, admit mistakes and challenge ideas without fear of punishment.
- Difficult conversation — a discussion where stakes are high, views differ and emotions run strong, such as poor performance or redundancy.
- Leadership action plan — a written set of habits, actions, measures and review dates a leader commits to after development.

Human Resources Leadership Bootcamp Day by Day

Day 1: The People Leader's Role and Identity

- Shift From Specialist Adviser to People Leader — Personal Role Clarity
- Leadership Style Self-Assessment — Matching Direction and Support to Team Needs
- Credibility and Trust Equation — Earning Influence With Executives
- Values and Ethical Boundaries in People Work — Handling Conflicting Loyalties
- Personal Leadership Baseline — Choosing Habits to Build This Week

Day 2: Influencing Executives and Stakeholders

- Stakeholder Influence Mapping — Prioritising Sponsors, Blockers and Neutrals
- Commercial Framing of People Proposals — Winning Budget and Executive Backing
- Evidence and Storytelling With Workforce Insight — Persuading Sceptical Directors
- Negotiation Positions and Interests — Reaching Agreement on People Initiatives
- Upward Feedback and Challenge — Raising Risks Senior Leaders Prefer to Ignore

Day 3: Leading and Developing the People Team

- Team Charter and Role Expectations — Clarifying Ownership Across Specialists
- Delegation Levels Matrix — Deciding What to Hand Over and When
- Psychological Safety Practices — Encouraging Challenge Inside the People Team
- One-to-One Meeting Rhythm — Tracking Workload, Wellbeing and Growth
- Recognition and Motivation Levers — Retaining Skilled People Specialists

Day 4: Coaching Line Managers and Handling Tension

- Structured Coaching Question Sequence — Building Line Manager Capability
- Coaching Versus Advising Choices — Knowing When to Step In
- Difficult Conversation Preparation Grid — Planning Facts, Impact and Requests
- Emotional Regulation Under Pressure — Staying Steady in Grievance Meetings
- Conflict Mediation Steps — Restoring Working Relationships Between Colleagues

Day 5: Practising the Personal Leadership Action Plan

- Executive Influence Role Play — Rehearsing a Real Proposal With Peer Feedback
- Line Manager Coaching Simulation — Applying the Question Sequence Live
- Difficult Conversation Rehearsal — Testing the Preparation Grid Under Pressure
- Peer Feedback and Blind Spot Review — Refining Habits Before Return
- Personal Leadership Action Plan — Committing Habits, Measures and Review Dates

Applying Human Resources Leadership Bootcamp After the Course

- Run a stakeholder influence map for one live people initiative and agree the next sponsor meeting with your manager.
- Hold three structured coaching conversations with line managers and record what each manager now owns.

Human Resources Leadership Bootcamp Questions FAQ

What is a Human Resources Leadership Bootcamp and why does it matter now?

It is an intensive course that builds leadership habits for people professionals. It matters now because executives expect people leaders to shape decisions early and line managers rely on them for coaching.

Which roles gain most from a Human Resources Leadership Bootcamp?

Business partners and team leads gain most. Employee relations advisers and newly promoted generalists also benefit, as each must influence directors and coach managers.

How does a Human Resources Leadership Bootcamp differ from a general leadership course?

It applies leadership to people work specifically. A general leadership course covers any team, whereas this one rehearses people proposals, line manager coaching and grievance conversations.

What do you bring back from a Human Resources Leadership Bootcamp?

You bring back a personal leadership action plan. It sets out habits, measures and review dates agreed with your manager, plus a stakeholder map ready for use.

Human Resources Leadership Bootcamp: The Way Forward

The personal leadership action plan first informs which executive relationship to strengthen and which coaching habit to start with line managers. The participant owns it and shares it with their own manager, who supports the review points. After a month, revisit delegation choices and the balance between advising and coaching, since both shift as the people team matures.