



SCHOOL OF EXECUTIVE EDUCATION
AND LIFELONG LEARNING

Postgraduate Certificate in Human Resources Management

Building the Strategic HR Advantage: Optimizing
Talent, Aligning Practices, and Delivering Results



Overview

Post-pandemic advancement in technology, the rise of remote work models, and a shift in employee expectations are reshaping the employer landscape. Traditional one-size-fits-all programs are no longer viable. On top of the changing talent landscape, the HR role is expected to help drive the business, largely by attracting, developing, and retaining top talent needed to propel business growth. As HR leaders navigate this expanded role, they may encounter challenges in securing recognition as business leaders.



The Postgraduate Certificate in Human Resources Management transforms HR professionals from program implementers to strategic business drivers. It goes beyond basic recruitment, focusing on methodologies that anchor HR activities to the organization's core objectives. The program builds skills in talent development and succession planning, ensuring a future-proofed workforce aligned with long-term business goals. It fosters an agile and strategic mindset, enabling adaptable work environments prioritizing employee experience and business success.

The program is essential for experienced HR professionals, managers, leaders, and business partners seeking to elevate their strategic impact within the business. It will bridge the gap between traditional HR practices and the demands of the modern business environment to empower participants to become strategic forces within their respective organizations.

By equipping HR professionals with the skills to design and implement strategic and agile programs, this program not only enables them to contribute directly to business success but also inspires them to drive positive change. This strategic mindset will empower them to go beyond their traditional roles and become architects of positive change within their organizations.

Program Objectives

Master Behavioral Interviewing:

Equip HR professionals to conduct effective interviews by minimizing common mistakes, building rapport, and utilizing behavioral questioning techniques to accurately assess candidate performance potential.

Cultivate Coaching Expertise:

Develop participants' coaching skills by fostering safe spaces for open communication, applying the Mental Wellness Coaching technique, and identifying appropriate coaching approaches based on the situation.

Elevate Employee Experience:

Empower HR professionals to design and implement strategies that enhance the employee lifecycle, incorporating Agile methodologies, understanding employee personas, and prioritizing future-ready practices.

Nurture a Future-Ready Workforce:

Identify high-potential employees, design targeted development plans, and ensure a smooth leadership pipeline through effective talent development and succession planning strategies.

Align HR with Strategic Business Goals:

Enable HR professionals to align their practices with broader business goals, leading to HR programs that address real business needs, thereby contributing to overall organizational success.



What You Will Learn



Learning Content

DAY 1 Aigning HR Strategy with Corporate Strategy	DAY 2 Employee Value Proposition and Talent Acquisition	DAY 3 Strategic Total Rewards
DAY 4 Organization Development	DAY 5 Strategic HR Leadership	DAY 6 Talent Development in the Employee Life Cycle, Succession Planning
DAY 7 Talent Management and Differentiating Talent	DAY 8 Process and Methods for Assessing Future Leaders	DAY 9 Creating and Sustaining Talent Development and Succession Program

Learning Content

DAY 10 Leadership Development and Learning Culture	DAY 11 Intentional Rapport	DAY 12 Coaching for the Conscious and Subconscious Mind
DAY 13 Perceptual Positions	DAY 14 Developing Congruence Within	DAY 15 Future Pacing
DAY 16 Why do we need to be Agile?	DAY 17 Appreciative Inquiry	DAY 18 What is Agile?
DAY 19 FFWD Ecosystem	DAY 20 Why do we need to be Agile?	DAY 21 HR Technology: Intro and Best Practice Sharing
DAY 22 Use of Technology in HR Processes	DAY 23 Emerging HR Technologies and Ethics in AI	DAY 24 Data Analytics and HR Metrics
	DAY 25 Change Management in Implementing HR Technology	

Key Benefits

Reduced Hiring Costs and Improved Talent Pool: Master behavioral interviewing techniques to make smarter hiring decisions, attract top talent, and minimize costly turnovers.

Empowered and Coached Workforce: Develop valuable coaching skills to create a supportive environment and foster well-being, which will lead to a more empowered and well-coached workforce.

Strategic HR Transformation: Gain expertise in empowering HR to become a strategic partner driving organizational success.



Who Should Attend

This program is ideal for HR managers, business partners, and newly appointed HR leaders who want to enhance their skills and create a significant impact within their organization. HR professionals who are passionate about attracting top talent, building a thriving workforce, and aligning HR practices with broader organizational goals can benefit from this program's roadmap to success.

Program Director



Ma. Angelica B. Lleander

Adjunct Faculty
Asian Institute of Management

Program Details

PROGRAM FORMAT:

Hybrid (23 half days + 1 full day)

PROGRAM SCHEDULE:

Live Online

- March 10, 13, 17, 20, 24, 27, 31, 2025
- April 3, 7, 10, 14, 17, 21, 24, 2025
- May 1, 5, 8, 12, 15, 19, 22, 26, 2025
- 5:30 PM to 9:00 PM

Face-to-Face On-campus

- May 29, 2025
- 8:30 AM to 5:00 PM

PROGRAM FEE:

PHP85,990.00

Ma. Angelica B. Lleander (Marian) is a leadership and team coach with an Associate Certified Coach credential from the International Coach Federation (ICF). She obtained her coaching training and certification from the Hudson Institute of Coaching (Santa Barbara, California) in 2012. As an ICF-certified coach, she specializes in leadership and team coaching, focusing on high-potential talents and working towards being preferred employers. Marian has been in human resources development for over 30 years, heading the Country Human Resources functions of global companies such as Pfizer and Mundipharma. She has a Master of Arts in Psychology degree from the Catholic University of America, a Master in Business Administration, and a Bachelor of Science degree in Psychology from the University of the Philippines.



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