Postgraduate Certificate
Leadership and People Management in Industrial Companies

tech technological university

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**

Website: **www.techtitute.com/in/engineering/postgraduate-certificate/leadership-people-management-industrial-companies**

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01
Introduction

The human capital of any company is one of its most valuable assets, since it is the qualification and skills of its employees that can make the difference between achieving the planned objectives or not. However, to be able to manage teams, managers need to develop the right leadership skills, as well as an in-depth knowledge of the latest people management tools on the market. Undoubtedly, a high-level program with which, engineers will acquire the necessary training to develop successfully in industrial companies.

> " *Managing work groups requires a high degree of specialization on the part of the department managers, who must lead their team well in order to achieve the objectives set. Become a specialist with of this program you will and acquire the necessary skills to succeed in this field"*

The importance of people management in the company has increased as Company and markets have evolved. Therefore, it is not surprising that the increasingly strategic decisions made by the Human Resources 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, people management goes beyond the limits of the Human Resources 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 best the Own management of people and, at the same time, facilitate the company obtaining a beneficial result, thus achieving a competitive advantage in the market.

In order to achieve this goal, TECH has design a program content combines theoretical aspects and an eminently practical approach that provides engineers with a deep understanding of the reality of Digital companies. Moreover, this Postgraduate Certificate will provide professionals with the capacity and tools they need to efficiently manage all aspects related to industrial management, so they can compete adequately both in the present and in a future full of challenges, opportunities and changes. Ultimately, the program will totally online provide engineering professionals a knowledge update that will place them at the forefront of the latest developments in every relevant branch of knowledge.

This **Postgraduate Certificate in Leadership and People Management in Industrial Companies** contains the most complete and up-to-date program on the market. The most important features include:

- The development of practical cases presented by experts in Industrial Management
- The graphic, schematic, and practical contents with which they are created, provide scientific and practical information on the disciplines that are essential for professional practice
- Practical exercises where the self-assessment process can be carried out to improve learning
- Its special emphasis on innovative methodologies in Industrial Management
- Theoretical lessons, questions to the expert, debate forums on controversial topics, and individual reflection assignments
- Content that is accessible from any fixed or portable device with an Internet connection

Proper team management in the industrial environment will make the difference between success and failure"

"Top expertise of engineers in this field will be essential to lead work teams"

Study with the most innovative didactic methodology in the market and in a 100% online format.

A program focused on improving your leadership skills.

Its teaching staff includes professionals from the field of engineering, who contribute their work experience to this program, as well as renowned specialists from leading companies and prestigious universities.

Its multimedia content, developed with the latest educational technology, will allow professionals to learn in a contextual and situated learning environment, i.e., a simulated environment that will provide immersive specialization for real situations.

This program is designed around Problem-Based Learning, whereby Engineer must try to solve the different professional practice situations that arise throughout the program. For this purpose, the professional will be assisted by an innovative system of interactive videos made by renowned experts.

02
Objectives

This TECH program has been designed with the objective that engineering professionals acquire the necessary skills to successfully manage people in industrial companies, so that their leadership capacity allows the whole team to successfully advance in their daily practice. A goal that is achieved thanks to a high-quality syllabus and a high-level faculty.

*A unique opportunity to improve your leadership and team management skills"*

General Objectives

- Apply the main strategic keys to better compete in current and future times
- Master the tools to achieve excellence in the sector
- Define business strategies and deployment in an organization, process management, and structural typology to better adapt to changes
- Manage the projects presented with both conventional and agile methodologies
- 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
- Better manage all the necessary steps and phases in the design and development of new products
- Perform production planning and control with the objective of optimizing resources and adapting to demand as well as possible
- Manage quality throughout the organization and apply the most important tools for continuous improvement of products and processes
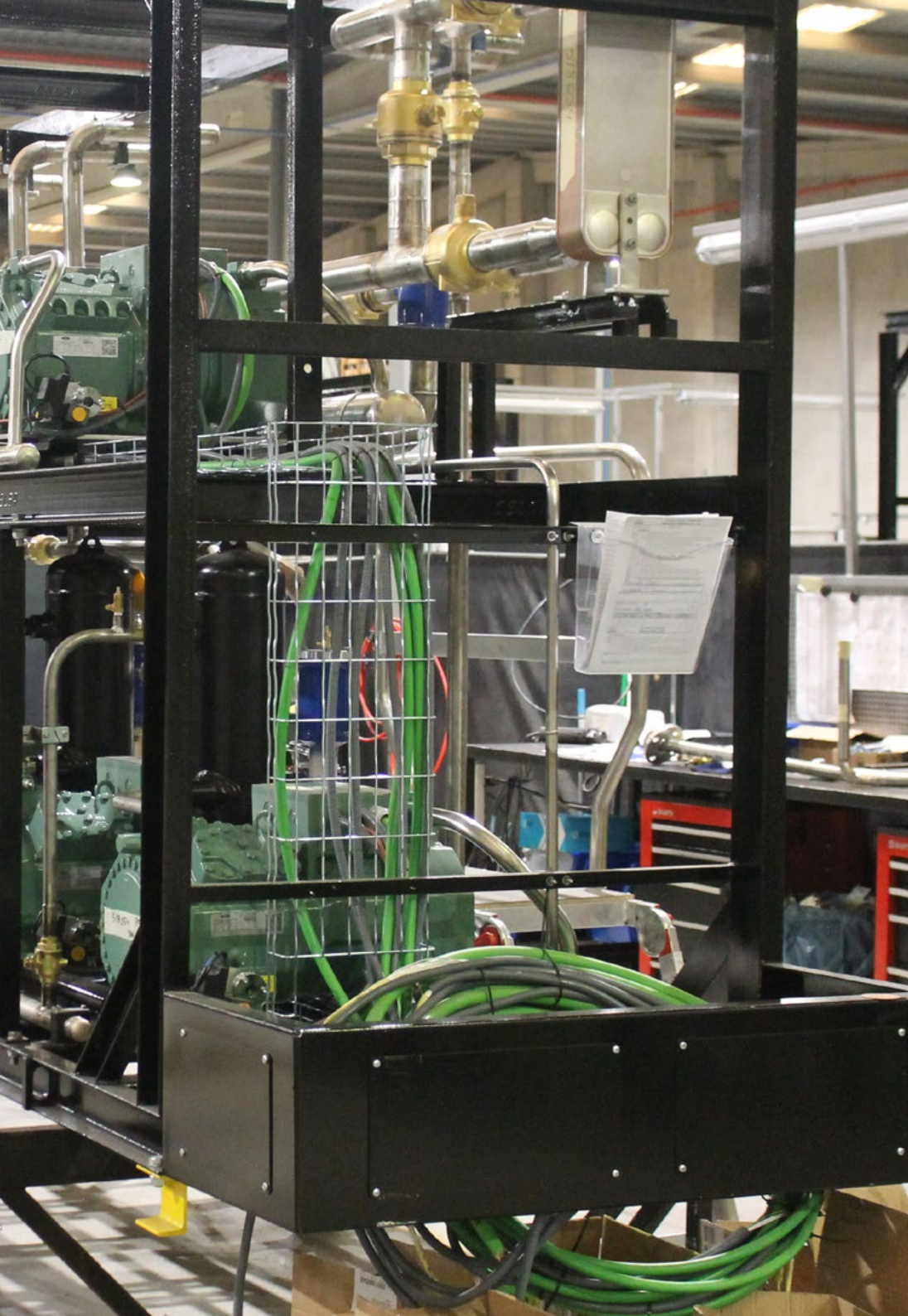
Specific Objectives

- 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 collaborators

- Identify, develop and retain talent, and gain an understanding of the tools used for talent mapping in a company

- Analyze relevant aspects when carrying out team performance assessments and conduct them successfully as aligned with the organization's strategy

- Know how to schedule training plans suitable for the company's needs

- Analyze the main indicators in people management and know how to use the information reported

- Detect potentially risky situations in people management before they have a negative impact on the organization, triggering the implementation of preventive actions

A must-have program to successfully manage people"

03
Course Management

The faculty members of this TECH academic program have been selected for their extensive experience in the sector, both professionally and as professors. Undoubtedly, they make up a team of great value within the university and their value offers a plus of quality to this Postgraduate Certificate, through which students will learn ,firsthand, the main techniques and tools for the management of people in the industrial company.

A top-level teaching staff that will support you at all times to help you achieve your academic goals"

Management

Dr. Asensi, Francisco Andrés

- Business consultant and specialist in Industrial Management and Digital Transformation
- Production and Logistics Coordinator at IDAI NATURE
- Coach in Strategic Coaching
- Organization Manager for Talleres Lemar
- Organization and Management of companies for Lab Radio SA
- PhD in Industrial Engineering in Business Organization from the University of Castilla la Mancha
- Degree Industrial in Industrial Organization Engineer from the University Polytechnic of Valencia

Professors

Mr. Navarro Jarque, Francisco

- ◆ Responsible for the Personnel Department at ISTOBAL S.A
- ◆ Master's Degree in Human Resources Management by the University Ramon Llull
- ◆ Degree in Psychology from the Autonomous University of Barcelona

Take the opportunity to learn about the latest advances in this field in order to apply it to your daily practice"

Structure and Content

The syllabus of this TECH Postgraduate Certificate has been designed with the needs of today's companies in mind, who are looking for professionals with extensive experience in the sector, but also with a high level of qualification and specialization in such key areas as personnel management. There is no doubt that team managers must have specific leadership skills to manage the best workgroups, and this program compiles all the relevant information in this regard.
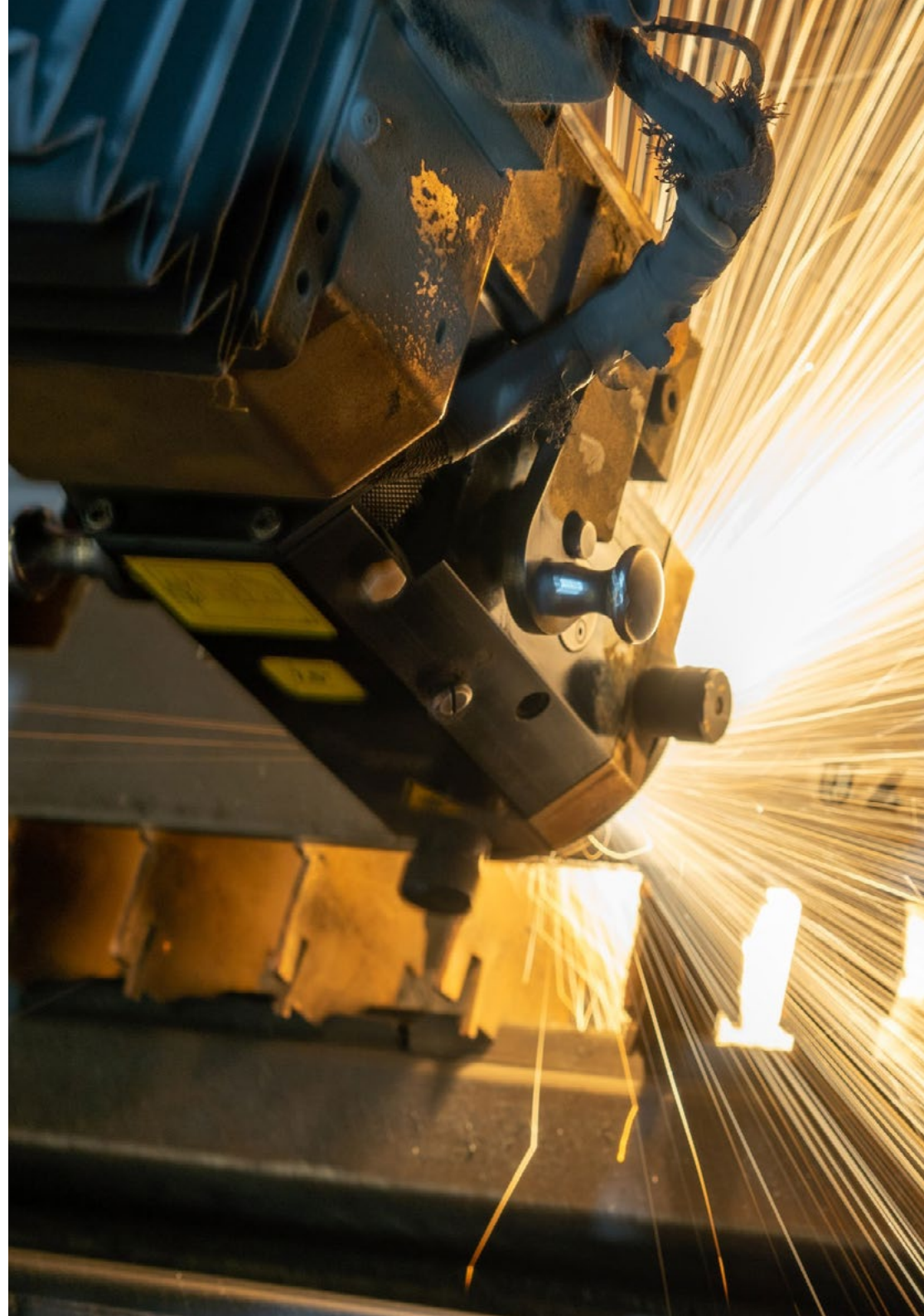
"

A syllabus designed to take you on a tour of the latest concepts in this field"

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

Immerse yourself in an academic experience that will add quality to your CV"

05
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.
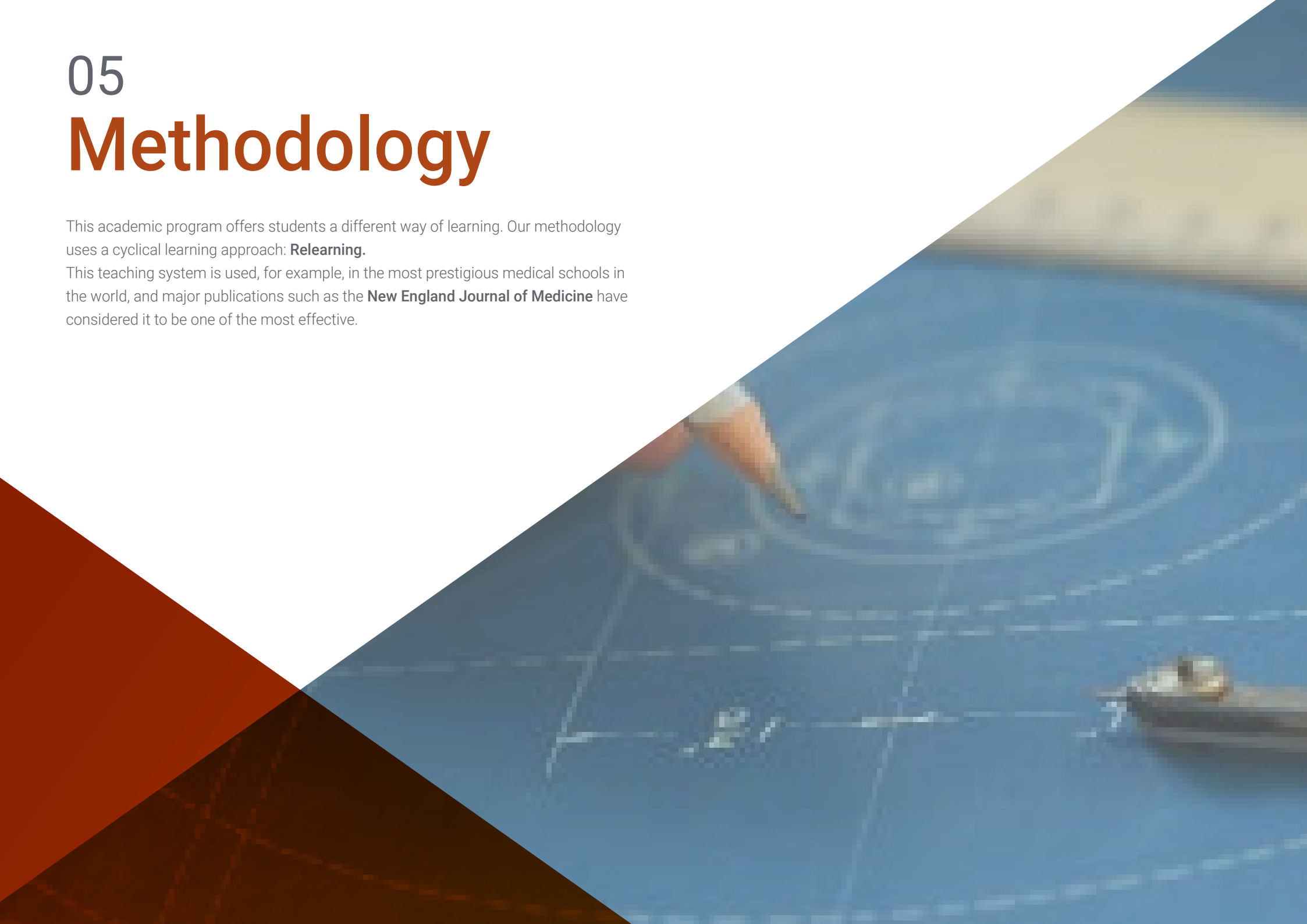
" *Discover Relearning, a system that abandons conventional linear learning, to take you through cyclical teaching systems: a way of learning that has proven to be extremely effective, especially in subjects that require memorization"*

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"

You will have access to a learning system based on repetition, with natural and progressive teaching throughout the entire syllabus.

The student will learn to solve complex situations in real business environments through collaborative activities and real cases.

A learning method that is different and innovative

This TECH program is an intensive educational program, created from scratch, which presents the most demanding challenges and decisions in this field, both nationally and internationally. 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 professional reality is taken into account.

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

The case method is the most widely used learning system in the best faculties in the world. 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 that you are presented with in the case method, an action-oriented learning method. Throughout the program, the studies will be presented with multiple real cases. They will have to combine all their knowledge and research, and argue and defend their ideas and decisions.

Relearning Methodology

TECH effectively combines the Case Study methodology with a 100% online learning system based on repetition, which combines 8 different teaching elements in each lesson.

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

In 2019, we obtained the best learning results of all online universities in the world.

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 university is the only one in the world authorized to employ 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. This methodology has 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, and financial markets and 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 training, developing a critical mindset, defending arguments, and contrasting opinions: a direct equation for 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.

Practising Skills and Abilities

They will carry out activities to develop specific skills and abilities in each subject area. Exercises and activities to acquire and develop the skills and abilities that a specialist needs to develop in the context of the globalization that we are experiencing.

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%

20%

25%

4%

3%

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 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.

06

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.**

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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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