Postgraduate Certificate
Organization, People and Organizational Culture

tech technological university

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Postgraduate Certificate
Organization, People and Organizational Culture

- » Modality: **online**
- » Duration: **6 weeks**
- » Certificate: **TECH Technological University**
- » Dedication: **16h/week**
- » Schedule: **at your own pace**
- » Exams: **online**
- » Target Group: **Graduates, graduates, engineers, architects and equivalents, who have already started a professional career in consulting**

Website: **www.techtitute.com/in/school-of-business/postgraduate-certificate/organization-people-organizational-culture**

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01
Welcome

Numerous processes depend on the internal structure of a company. The fluidity with which certain activities are carried out, the communication between teams and departments, and the benefits obtained from financial operations and sales are all tied to a good business organization. For this reason, it is important to have the best knowledge in this area, and this program offers it to the professional, since it will allow him to master all the organizational aspects of a company and improve his managerial skills. In this way, you will be able to become a specialist in consulting applied to this field, which is gaining importance over the years in the field of corporate culture.

Postgraduate Certificate in Organization, People and Organizational Culture.
TECH Technological University

" *Specialize in consulting applied to the financial function and become an essential professional for large companies in your environment"*

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:

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 *Re-learning* 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

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"

03

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 Postgraduate Certificate in Organization, People and Organizational Culture is to provide the professional with the best strategies, protocols and techniques for internal business management. In this way, you will be able to improve the processes and tasks that take place in your own company, maximizing the benefits and streamlining all the activities that take place in it. This will improve the performance of your company, leading it to success in the sector in which it operates.

" *This Postgraduate Certificate will allow the professional to learn the best organizational methods to improve the internal processes of his own company"*

TECH makes the objectives of its students its own.
They work together to achieve them.
This **Postgraduate Certificate in Organization, People and Organizational Culture** trains the student to:

01 Know the corporate organization and the function of people or "human resources" in the company

02 Understand how consulting helps companies in the marketplace to improve all aspects related to these areas

03 Master the concept of function transformation

04 Know what role it plays within an organization

05 Also, delve into the main roles and responsibilities of the Human Resources function

06 Describe a typology of typical projects or the most common business consulting projects in the field of Human Resources

08 Acquire a complete vision of the reality of business consulting companies, how they are organized, how they provide their services, what professionals they need to develop their services, what types of projects they carry out and how they carry them out from a methodological perspective

09 Understand the overall strategic planning process and how it adds value to organizations

07 Learn about the type of services provided in business consulting according to trends, business and technological disruptions and the needs for change and adaptation demanded by companies

10 From the most general to the most particular, the student will learn to differentiate between the company's strategy and how to implement it in its operation

Structure and Content

This Postgraduate Certificate in Organization, People and Organizational Culture has been structured in one specialized module, subdivided into 10 topics, through which the professional will delve into issues such as the management of internal departments of a company, change management, the role of the Human Resources Department, the levers of change or the work of sizing each department.

You will not find a more complete syllabus than this one to integrate the best organizational techniques in your company"

Syllabus

Organizational culture is one of the most important elements within a company, regardless of its size. However, there are not many that apply a correct structure, so their performance is affected. For this reason, the best solution is to adopt the best organizational methods to be able to meet all the proposed objectives.

But in order to achieve these goals it is necessary to know the best solutions applicable to each company, so a program like this Postgraduate Certificate in Organization, People and Organizational Culture is essential to achieve success.

Thus, this degree offers the professional a deeper understanding of issues such as workload and sizing of each department, applications of monetary and non-monetary compensation, talent and performance management and the levers of attracting, retaining and attracting talent.

All this, through the best online teaching system, which will allow you to combine your work with your studies, without annoying interruptions or rigid schedules.

This Postgraduate Certificate takes place over 6 weeks and consists of 1 module:

Module 1 Organization, people and organizational culture

Where, When and How is it Taught?

TECH offers the possibility of developing this Postgraduate Certificate in Organisation, Person and Organisational culture. totally online. During the 6 weeks of the specialization, the student will be able to access all the contents of this program at any time, which will allow the student to self-manage his or her study time.

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

Module 1. Organization, people and organizational culture

1.1. Organizations, typology and key aspects
1.1.1. Taxonomy of organizations according to size/scale and functions. Large corporation vs. Medium-size company Medium-sized company
1.1.2. Individual case: *Start up*

1.2. The Human Resources function
1.2.1. Enclave in the organization
1.2.2. Main HR function constraints.
1.2.2.1. Legal Aspects.
1.2.2.2. Organizational
1.2.2.3. Talent
1.2.3. Main Attributions

1.3. Internal Departments
1.3.1. Talent Management
1.3.2. Performance Management
1.3.3. Training and Development
1.3.4. Corporate Culture

1.4. Dimensioning of Departments
1.4.1. Value Chain
1.4.2. Gap Analysis People - Positions
1.4.3. Scope of Work and Dimensioning
1.4.4. Efficiency Levers
1.4.4.1. Redefinition of the Service Catalog
1.4.4.2. Consolidation
1.4.4.3. Automization
1.4.4.4. *Outsourcing*

1.5. Productivity, Attraction, Retention and Activation of Talent
1.5.1. Productivity
1.5.2. Levers for Productivity
1.5.3. Talent Attraction, Retention and Attraction Levers

1.6. Monetary Compensation vs. Non-cash
1.6.1. Wage Band Models
1.6.2. Non-cash Compensation Models
1.6.2.1. Working Model
1.6.2.2. Corporate Community
1.6.2.3. Company Image
1.6.3. Monetary Compensation vs. Non-cash

1.7. Corporate Culture
1.7.1. Alignment of Culture and Strategic Objectives
1.7.2. Structure of a Typical Project
1.7.3. Corporate Culture and its Implementation

1.8. Change Management
1.8.1. Analysis Components in Change Management
1.8.2. Importance of Change Management in Complex Projects
1.8.3. Structure of a Typical Project

1.9. Transformation in Complex Corporate Environments
1.9.1. The Transformation
1.9.2. Structure of a Typical Project
1.9.3. Transformation Enablers

1.10. Transformation. Change Management
1.10.1. Main Differences in Project
1.10.2. Change Manager Role vs. Transformation Manager
1.10.3. Management Tools

06
Methodology

This training program offers a different way of learning. Our methodology uses a cyclical learning approach: *Re-learning*.

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 Re-learning, 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"*

At TECH Business School we use the Harvard case method

Our program offers a revolutionary method of skills and knowledge development. Our goal is to strengthen skills in a changing, competitive, and highly demanding environment.

At TECH, you will experience a way of learning that is shaking the foundations of traditional universities around the world"

We are the first online university to combine Harvard Business School case studies with a 100% online learning system based on repetition.

A learning method that is different and innovative

This intensive program from TECH Technological University School of Business prepares students to face all the challenges in this area, both nationally and internationally. We are committed to promoting personal and professional growth, the best way to strive for success, that is why TECH uses Harvard *case studies*, with which we have a strategic agreement that allows us to provide our students with material from the best university the world.

> *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.

Re-learning Methodology

Our university is the first in the world to combine Harvard University *case studies* with a 100%-online learning system based on repetition, which combines different teaching elements in each lesson.

We enhance Harvard *case studies* with the best 100% online teaching method: Re-learning.

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 Re-learning.

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.

Re-learning 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

They will complete a selection of the best business cases used at Harvard Business School. Cases that are presented, analyzed, and supervised by the best senior management specialists in Latin America.

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 multimedia content presentation training Exclusive system 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 your goals.

Our Students' Profiles

Organizational culture is an element that has become increasingly important in recent years. Aware of this, many professionals and executives are delving deeper into this aspect, which is why this program is in high demand among those who wish to boost their companies by optimizing their internal processes and improving their business cultures.
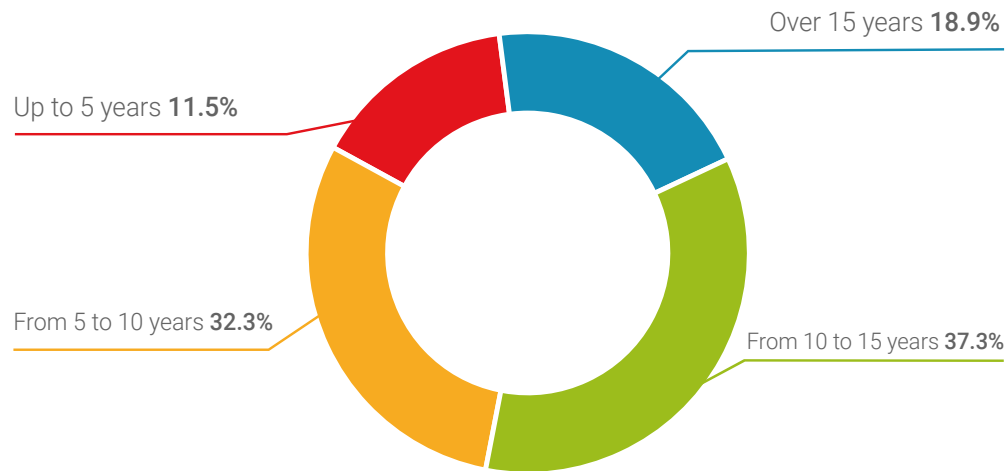
Improving organizational culture is the fastest and most effective way for a company to achieve its goals"

Average Age

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

Years of Experience

Over 15 years **18.9%**

Up to 5 years **11.5%**

From 5 to 10 years **32.3%**

From 10 to 15 years **37.3%**

Training

Economics **31%**

Business Administration **41%**

Social Sciences **11%**

Other **17 %**

Academic Profile

Industry **41%**

Services **23 %**

Entrepreneurs **20 %**

Other **16 %**
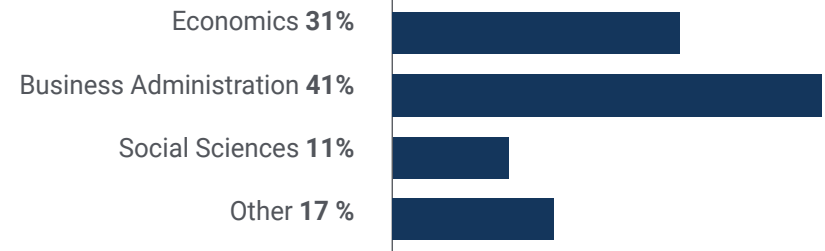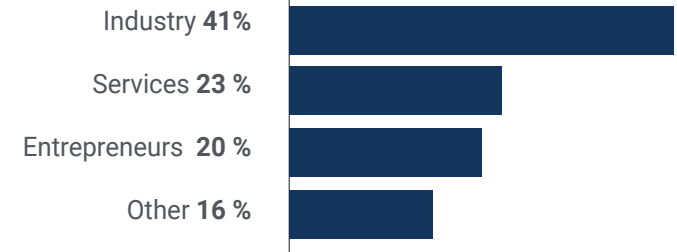
Geographical Distribution

U.S.A. 14%
Spain **35%**
Mexico **29%**
Colombia **22%**

Mr. Jorge Barreiro

CEO of a consulting firm

"One of my company's major shortcomings was its internal organization, which could be improved In fact, I did not give it any importance, but a colleague recommended me this Postgraduate Certificate and I opened my eyes My company's internal processes have improved and that has positively influenced all departments, increasing profits and realizing highly successful operations"

08

Course Management

This program has the best teaching staff, composed of professionals of great prestige in the field of business and organizational culture. Thanks to them, the student will be able to deepen his knowledge in this important field, responsible for the success of many companies. Thus, with these professors, it will be possible to apply the best internal organization techniques to any type of company, I can integrate them into the work of the business consultant or any other business figure in charge of this area in each organization.

You won't find a better teaching chart to delve deeper into the importance of a company's organizational culture"

Management

Mr. Pérez-Ayala, Luis Yusty

- Financial and Management Control Director of SENER's Engineering, Infrastructure and Marine division
- Professor of Finance in the Master of Business Consulting and Management at Madrid Polytechnic University (UPM)
- *Travel & Hospitality Industry Technology Lead at Accenture* for Spain, Portugal, Andorra and Israel
- *Senior Manager at* Accenture, in the Intelligent Finance area
- *Associate Director at EY*, in the CFO Services area. *Services - Financial Accounting Advisory Services*
- *Senior Manager* at KPMG, in the area of Business Consulting - Finance Function
- Degree in Business Administration and Management
- Degree in Economics (UCLM)
- *Master in Revenue Management (Cornell University)*
- *Master in Sales (Sales Business School)*
- '*Certificate programs* in management control, finance management and taxation

Professors

Mrs. Silva, Camila

- TA Partner Iberia at Johnson & Johnson
- HR Senior Consultant – Ackermann International – Spain
- Coaching & Mentoring - Getulio Vargas Foundation - Brazil
- Master's Degree in Law and Philosophy - Madrid Complutense University - Spain
- Lawyer - Pereira dos Santos Advogados - Brazil
- Graduate in Law - Curitiba Law School - Brazil

Impact on Your Career

This program will boost the career of the professional who completes it, since it will provide many of the most demanded skills in today's business world: organizational and leadership skills, talent detection and management, and process streamlining, among others. In addition, corporate culture is an area that more and more organizations want to improve, so specializing in this area will make the professional a highly prestigious figure in his or her environment.

" *This Postgraduate Certificate is what you need to advance professionally. Don't wait any longer and enroll"*

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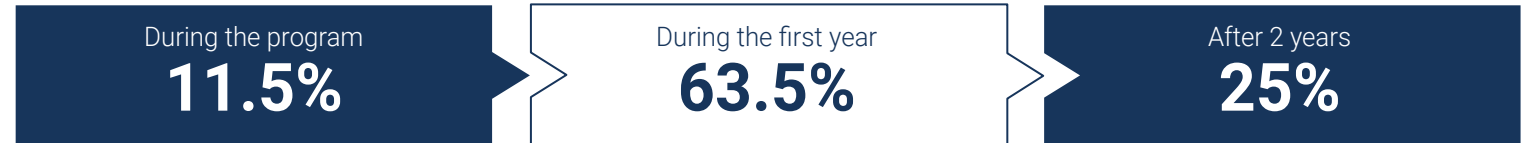## Excellent professional development awaits you

The TECH Postgraduate Certificate in Organization, People and Organizational Culture is an intensive program that prepares students to face business challenges and decisions in the corporate and business environment. Its main objective is to promote your personal and professional growth Helping them achieve success

Generating Positive Change

This Postgraduate Certificate will improve your professional and salary prospects immediately.

The change you were looking for is here: join the business vanguard thanks to this program.

When the change occurs

During the program	During the first year	After 2 years
11.5%	**63.5%**	**25%**

Type of change

Internal Promotion **47.5%**
Change of Company **43%**
Entrepreneurship **9.5%**
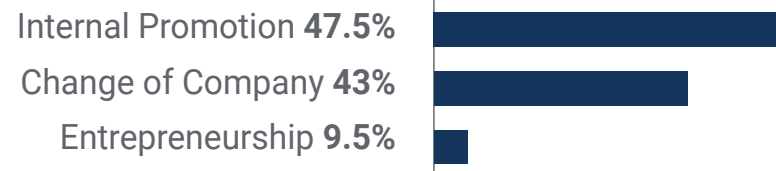
Salary increase

This program represents a salary increase of more than **25%** for our students.

Salary before	A salary increase of	Salary after
$54,300	**23.77%**	**$67,200**

10

Benefits for Your Company

Processes such as digitalization or changes in consumer habits have produced an enormous business transformation. Thus, certain activities that used to operate by inertia now have to be carefully calculated to adapt to the new times. For this reason, this Postgraduate Certificate may be the best option to move a company into the future, positioning it as a leader in its sector thanks to its excellent internal management.

" *Internal organization is key today: This Postgraduate Certificate will take your company into the future"*

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

01

Intellectual Capital and Talent Growth

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

02

Retaining high-potential executives to avoid talent drain

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

03

Building agents of change

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

04

Increased international expansion possibilities

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

Project Development

05

The professional can work on a real project or develop new projects in the field of R&D or Business Development of your company.

Increased competitiveness

06

This Postgraduate Certificate will equip your professionals with the competencies to take on new challenges and drive the organization forward.

11

Certificate

This Postgraduate Certificate in Organization, People and Organizational Culture guarantees, in addition to the most rigorous and up-to-date training, access to a Postgraduate Certificate issued by TECH Technological University.

Successfully complete this training program and receive your university certificate without travel or laborious paperwork"

This **Postgraduate Certificate in Organization, People and Organizational Culture** 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** by tracked delivery*.

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

Title: **Postgraduate Certificate in Organization, People and Organizational Culture**

ECTS: **6**

Official Nº of Hours: **150 h.**

tech technological university

Awards the following

CERTIFICATE

to

Mr./Ms. _____, with identification number _____.
For having passed and accredited the following program

POSTGRADUATE CERTIFICATE

in

Organization, People and Organizational Culture

This is a qualification awarded by this University, with 6 ECTS credits and 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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