

Development and Training Course

For

Mini MBA

By

Professor Alex Fernandez

COURSE OBJECTIVE

The main objective of this course is to understand the formal education, job experiences, relationships, and assessments of personality, skills, and competencies that help employees outperform in their current job and prepare them for future challenges. We will discuss the acquisition of knowledge, skills, and behaviors that improve an employee's ability to meet changes in job requirements and internal client and customer demands. In the course, we will discuss senior management approaches to systematically review leadership talent in the organization to ensure a succession planning process. The workshop will include several group experiential exercises.

Learning Goals:

1. Describe the strategic importance of training and developing a competitive workforce.
2. Explain how training and development practices fit within an integrated HR strategy.
3. Show how training and development needs are determined.
4. Discuss the different formats that can be used for training and development activities.
5. Explain the strategic importance of training and development.
6. Show how to maximize training's effectiveness.
7. Describe how to develop a model of succession planning.
8. Describe the roles and responsibilities of line managers with respect to training and development.

Alejandro (Alex) Fernandez is a Professor and Director of the Inclusive Leadership Initiative at C. T. Bauer College of Business at the University of Houston. With degrees from Massachusetts Institute of Technology, Master of Science in Management, Cornell University, Master of Science in Human Resource Management, and Universidad Catolica Andres Bello, Industrial Engineer.

Alex is the Former VP of Corporate Development & Communication for Brenntag Latin America. Brenntag is the world's largest chemical distributor. In that role, he was responsible for the policies, practices, and systems that influence employee behaviors, attitudes, and performance across 16 countries.

Until 2001, Alex was Director of Training and Development at PETRÓLEOS DE VENEZUELA. He was a leader in establishing and implementing a wide range of training and development programs. Programs included curriculum development, market and client training needs, assessments, technology innovation, and client service. He held different positions in Human Resources, Corporate Planning, and Information Systems.