



## OUR CONTACT

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JAN, 2026 - JUN, 2026



### HYBRID LEARNING

all lessons online via live sessions

### FINAL EXAM

in presence in Rome – 19 June 2026

### SCHEDULE

Tuesday and Thursday  
from 7:00 pm to 9:30 pm

### TOTAL DURATION

110 hours + Final Exam

### LEARNING RHYTHM

Two days per week  
100% by Remote  
Evening commitment  
outside working hours



LANGUAGE  
ITALIAN



### LIVE ON-LINE PROGRAMME

## POST GRADUATE MASTER



## TALENT ACQUISITION & PEOPLE DEVELOPMENT SPECIALIST



Develop Talent.  
Empower Organizations.

1st ITALIAN EDITION 2026

## PROGRAM OVERVIEW



This Post-Graduate Master equips emerging HR and Talent professionals with the capabilities to design, execute, and optimise end-to-end Talent Acquisition and People Development systems using evidence-based methodologies, AI-enhanced tools, and data-driven decision frameworks.

Through a combination of theory, hands-on labs, applied simulations, and design workshops, participants learn to build next-generation recruitment and development processes that are more accurate, scalable, and human-centred—enabling organisations to attract, grow, and retain high-impact talent.

## PARTICIPANTS

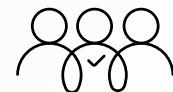


**Maximum 40 participants (Italy cohort)**

Ideal for:

- Graduates in humanities, social sciences, and related fields
- HR Managers and HR Professionals
- HR Business Partners
- Talent Acquisition and People Development Specialists
- Learning & Development and Talent Management Professionals
- Early-career practitioners entering the HR and Talent field

## ADMISSION



Candidates undergo a **short online interview** (in Italian) to evaluate motivations, baseline competencies and expectations.

- Selection dates: 15 - 31 January 2026
- Final admission communication: 25 January 2026
- Class will close once 20 participants are confirmed.



## PROGRAM STRUCTURE



### **Block 1 — Foundations of Talent Acquisition (18 hours)**

A comprehensive introduction to the talent function and its strategic impact. Participants learn how modern organisations attract, evaluate, and select talent using evidence-based approaches.

Topics include:

- The evolution and scope of Talent Acquisition
- Workforce planning and role analysis
- Employer Value Proposition (EVP) and employer branding
- Designing high-quality candidate journeys
- Fundamentals of fair, reliable, bias-aware hiring practices

### **Block 2 — Recruiting Tools, Methods & AI (20 hours)**

A deep dive into contemporary recruiting tools and technologies that enhance speed and accuracy.

Topics include:

- Competency-based and behavioural interviewing
- Structured vs. unstructured interview design
- AI-driven sourcing platforms and automated screening
- Building and interpreting talent analytics dashboards
- Using data to reduce bias and improve decision-making
- Introduction to automation in hiring workflows

### **Block 3 — People Development Fundamentals (16 hours)**

This block provides the foundations for understanding how people learn, grow, and perform within organisations.

Topics include:

- Adult learning principles and capability-building models
- Skills mapping, competency frameworks, and role profiles
- Designing development pathways for early-career and expert talent
- Motivation, performance levers, and growth mindsets
- Evaluating learning effectiveness and ROI
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### **Block 4 — Assessment & Development Methods (20 hours)**

A practical exploration of tools used to assess and develop talent across all levels.

Topics include:

- Assessment Centre and Development Centre methodologies
- Designing simulations, role plays, group exercises, and case studies
- Behavioural event interviewing (BEI)
- Observation techniques and scoring models
- Writing high-quality feedback and development reports
- Integrating assessments into broader talent strategies

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## PROGRAM STRUCTURE



### Block 5 — Designing Talent Systems (18 hours)

Participants learn to architect integrated talent systems that support recruitment, onboarding, performance, and continuous development.

Topics include:

- Structuring end-to-end TA processes (sourcing → selection → onboarding)
- Designing onboarding and early development programmes
- Continuous performance frameworks and growth systems
- Aligning TA and People Development with organizational strategy
- **Building scalable and human-centered talent pipelines**
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### Block 6 — Applied Labs & Simulations (18 hours)

A fully applied block where participants experiment with real cases, tools, and simulations overseen by faculty.

Activities include:

- Running mock interviews and selection exercises
- Designing and facilitating mini-assessment simulations
- Hands-on practice with AI sourcing and evaluation tools
- Building a complete talent acquisition flow for a real case
- Peer feedback, supervised practice, and portfolio creation

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## COURSE CALENDAR



- February: 03-05-10-12-17-19-24-26
- March: 03-05-10-12-17-19-24-26-31
- April: 02-07-09-14-16-21-23-28-30
- May: 05-07-12-14-19-21-26-28
- June: 02-04-09-11
- Final Exam in Rome: 19 June 2026





Great opportunity

50 % OFF FOR THE  
FIRST ITALIAN EDITION!

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### TUITION FEE



1,600 € per participant  
(first Italian edition only)

This special introductory price is reserved for the first Italian edition of the Master.

Future editions will be priced at 3,200 €.

#### Payment Plan

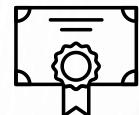
- 30% deposit (480 €) by 10 January 2026
- Remaining balance divided into:

224 € → 31 January 2026  
224 € → 28 February 2026  
224 € → 31 March 2026  
224 € → 30 April 2026  
224 € → 31 May 2026



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### CERTIFICATE



Participants receive the Post-graduate Master Certificate issued by TrimTab Institute - TrimTab Group LTD (UK).

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### CAREER OPPORTUNITIES



At the end of the Master, TrimTab Group may offer selected graduates the opportunity to collaborate on real consulting projects with the company's client organisations.



## 6 APPLICATION PROCESS



Send an email to [info@trimtabgroup.co.uk](mailto:info@trimtabgroup.co.uk) with the subject line: "Application - Post-graduate Master Selection Process". Link: <https://www.trimtabgroup.co.uk/applicationmaster>

Include a **very brief introduction** of yourself and attach your CV in either English or Italian (as you prefer).

Submitting your application does not create any obligation for either party.

Your profile will only be evaluated for the selection interview, **which will also be an opportunity for you to ask questions** and explore the programme in more depth.

You will be contacted by 08 January 2026 to schedule a 20-30 minute video call in English.



## 7 WHY THIS MATTERS?



Because our faculty is outstanding, made up of **former Managers, Directors, and highly recognised Top Specialists** in their fields.

Because it **fits your professional schedule** and is designed for working individuals.

Because it is **practical, concrete, and immediately applicable** to real HR contexts.

Because it **embraces all modern digital and technological innovations**.

Because this is the first Italian edition, offered at a **special launch price** that will not be repeated.

Because **you can pay in instalments** if you need financial flexibility.

Because it **gives you a real possibility to become a consultant or specialist** for TrimTab Group in Italy.