



OUR CONTACT

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JAN, 2026 - JUN, 2026



HYBRID LEARNING

all lessons online via live sessions

FINAL EXAM

in presence in Rome – 10 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

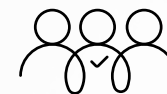


Maximum 40 participants (*Italy cohort*)

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 December 2025
- Final admission communication: 03 January 2026
- Class will close once 20 participants are confirmed.



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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



- January: 13-15-20-23-27-29
- 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
- Final Exam in Rome: 12 June 2026





2 Great opportunity

**50% OFF FOR THE
FIRST ITALIAN EDITION!**

3 TUITION FEE



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

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

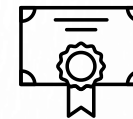
Future editions will be priced at 3,200 €.

Payment Plan

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

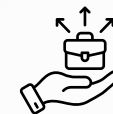
224 € → 31 January 2026
224 € → 28 February 2026
224 € → 31 March 2026
224 € → 30 April 2026
224 € → 31 May 2026

4 CERTIFICATE



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

5 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.





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APPLICATION PROCESS



Send an **email** to **info@trimtabgroup.co.uk** with the subject line: *"Application - Post-graduate Master Selection Process"*.

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 15 December 2025 to schedule a 20-30 minute video call in english.



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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.