

inform

GLOBAL
LEADERSHIP
CONSULTANTS

informatech.co.uk



Certificate In Human Capital Planning

An **informatech** Training Course
all copyrights reserved



Transforming
Business *for* Good

Tel : +44 (33) 000 111 90

Our mailing address is:
63-66 Hatton Garden Hatton Garden , EC1N 8LE , London

informatech GLOBAL
LEADERSHIP
CONSULTANTS



Course content

Why Choose this Training Course?

Human capital professionals should start linking their activities to the business strategic objectives. Therefore, HR should be a real business partner by presenting their expertise through a clear plan such as the HC plan which provides that link.

This course will allow you to link all the HR activities to the business plan in a very professional way enabling you to secure a seat on the company's decision table.

Course Methodology

This course uses a straight forward methodology which combines the explanation of the HC plan components reaching at the end of the course to a real HC Plan that will be assessed and evaluated. Also, individual exercises, team exercises, and case studies will be used in this course.

Course Objectives

By the end of the course, participants will be able to:

- Demonstrate a thorough understanding of the HC plan
- Create an HC plan that is aligned with the organizational business plan
- Review the progress of the HR initiatives
- Evaluate an HC plan and recommend adjustments
- Demonstrate how an HC plan can increase values of human capital management

Target Audience

Human resources/capital managers, business partners, team leaders, and specialists interested in human capital planning.

Target Competencies

- Analytical thinking
- Business acumen
- Planning and organizing
- Achieving goals and objectives
- Evaluation skills



Course content

The HC plan

- HC plan definition
- Business plan vs. HC plan
- The relation between a business plan and an HC plan
- Guidelines for drafting an HC plan

HC plan components

- Understanding the business vision
- Understanding the business mission
- Business goals
- Strategic objectives
- HR SWOT analysis
- Other HR elements
- Understanding what an executive summary should include

From business strategic objectives to HR strategic objectives

- HR strategic objectives
- HR implications and actions
- Initiatives of the HC plan
- HR implications
- HR theme
- Action plan
- Championing the action plan
- Time frame
- Costs
- KPIs
- Reviews

HR elements

- Culture and values
- Organizational structure changes
- Human capital
- Succession planning
- Building a bench strength
- Motivation and retention
- Training and development
- Organizational development and effectiveness

Additional HC plan considerations

- Quarterly reviews
- Evaluation of the HC plan
- Operating environment
- Producing an executive summary
- HR plan draft (actual)
- Fine-tuning the HC plan

informatech

GLOBAL
LEADERSHIP
CONSULTANTS

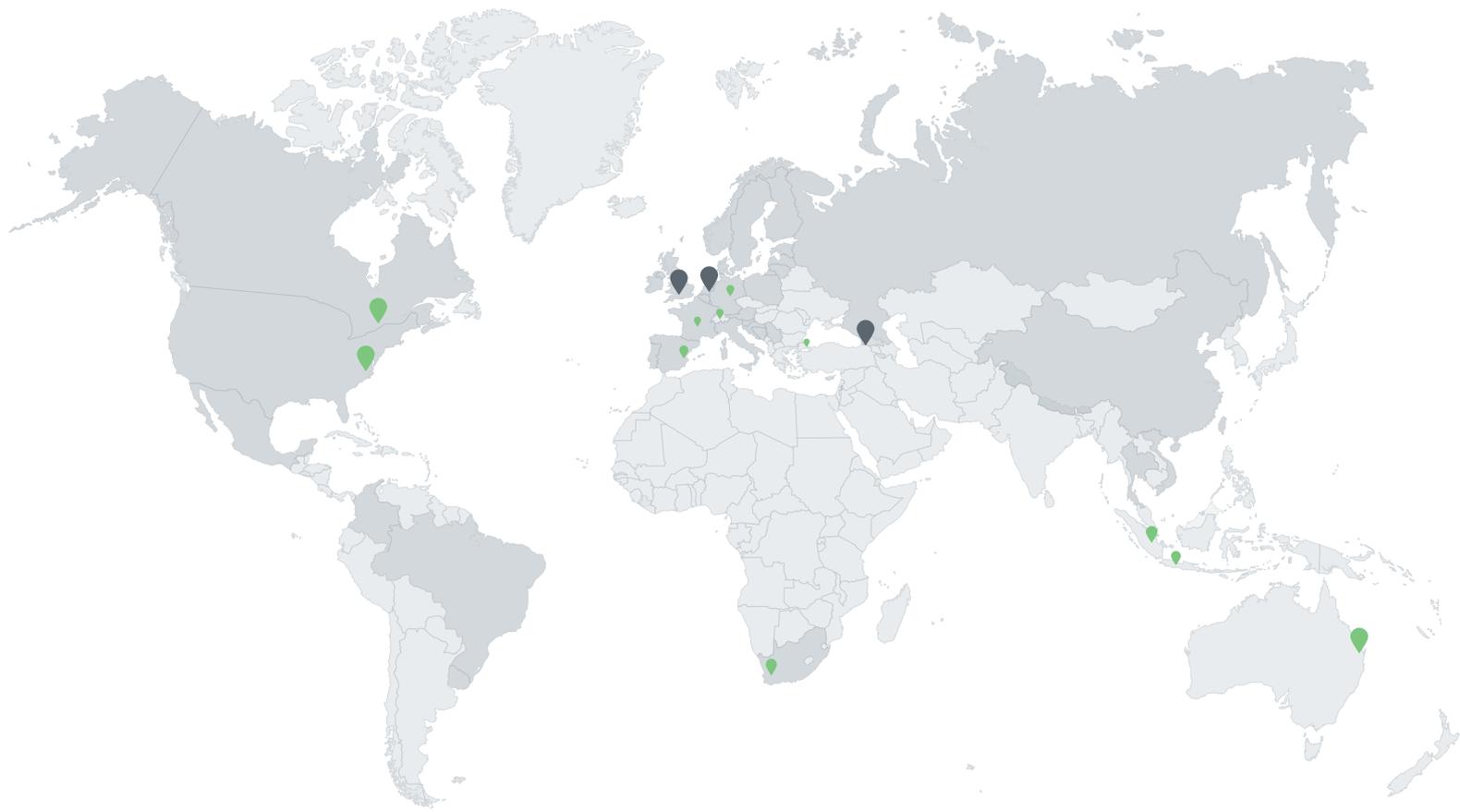
About **informatech** GLOBAL
LEADERSHIP
CONSULTANTS

informatech is a global leadership consultancy that aligns people, purpose & strategy - driving socially responsible transformation in global organisations. Our international network includes 215 partners, consultants, and coaches in 24 countries throughout Europe, North America, Latin America, Asia, and Africa. We transform leaders, align teams and create resolve and passion to win. Typical interventions are to accelerate performance, execute strategy and embed capability and change.



For more information about **informatech** GLOBAL
LEADERSHIP
CONSULTANTS or to get in touch, visit us at:

www.informatech.co.uk



Copyright © 2022 **informatech** All rights reserved.

Transforming
Business *for* Good

informatech GLOBAL
LEADERSHIP
CONSULTANTS

www.informatech.co.uk

+44 (33) 000 111 90

Performance
Consulting

Leadership
Development

Team & Exec
Coaching