



— Course details

HRT-029

Human Resources and Training

— Upcoming seminar

**€4,250.-**

Venue  
London - U.K

Date  
8 - 12 June 2026

— Course details

## Certificate in Human Capital Planning

Human Resources and Training

— Seminar content

### What you will learn

#### Why Attend

Organizations achieve sustainable success when their workforce capabilities are aligned with strategic objectives. Human capital planning enables organizations to anticipate future talent needs, optimize workforce utilization, and ensure the right people are in the right roles at the right time.

Without a structured approach to workforce planning, organizations often face skill gaps, inefficiencies, and challenges in responding to business changes.

This programme is designed to provide practical tools and frameworks for effective human capital planning. It focuses on workforce analysis, forecasting, talent strategies, and aligning people capabilities with long-term organizational goals.

#### Course Methodology

This programme combines strategic insight with practical application:

- Real-world HR and workforce planning case studies
- Interactive workshops and group discussions
- Workforce analysis and planning exercises
- Scenario-based planning simulations
- Practical tools and templates for HR professionals

## Course Objectives

By the end of this programme, participants will be able to:

- Understand the principles of human capital and workforce planning
- Analyze current workforce capabilities and gaps
- Forecast future talent needs based on business strategy
- Develop effective workforce and talent plans
- Align HR strategies with organizational goals
- Use data to support workforce decision-making
- Improve workforce efficiency and performance

## Target Audience

This course is suitable for:

- HR Managers and HR Business Partners
- Workforce Planning Specialists
- Talent Management Professionals
- Organizational Development Practitioners
- Strategy and Planning Professionals
- Senior Managers involved in workforce decisions

## Target Competencies

Participants will develop competencies in:

- Workforce analysis and planning
- Talent forecasting and gap analysis
- Strategic HR alignment
- Data-driven HR decision-making

- Organizational capability development
- Resource optimization and planning
- Scenario planning and workforce strategy

## — Seminar details

## Detailed outline

### → Day 1: Foundations of Human Capital Planning

- Introduction to human capital planning concepts
- Role of workforce planning in organizational success
- Linking business strategy with workforce strategy
- Key components of human capital planning
- Understanding workforce supply and demand
- Overview of planning frameworks and models

### → Day 2: Workforce Analysis and Gap Identification

- Assessing current workforce capabilities
- Skills inventory and competency mapping
- Identifying workforce gaps and risks
- Data collection and workforce analytics basics
- Evaluating workforce performance and productivity
- Practical exercise: workforce assessment

### → Day 3: Forecasting and Talent Planning

- Workforce demand forecasting techniques
- Scenario planning and future workforce needs
- Talent pipeline development strategies
- Succession planning and leadership development
- Managing workforce transitions
- Case study: future workforce planning

## Day 4: Developing Human Capital Strategies

- Designing workforce and talent strategies
- Aligning HR initiatives with business objectives
- Recruitment, retention, and development planning
- Diversity and inclusion considerations
- Workforce optimization strategies
- Practical workshop: building a workforce plan

## Day 5: Implementation and Performance Monitoring

- Implementing workforce plans effectively
- Monitoring and measuring workforce performance
- HR metrics and KPIs for workforce planning
- Continuous improvement in human capital planning
- Change management in workforce transformation
- Final case study and action planning

### Dates and locations

## Available seminar dates

9 dates

### Presence seminar dates

Date	City	Duration	Price
8 - 12 June 2026	London - U.K	5 Days	€4,250.-
6 - 10 July 2026	Barcelona - Spain	5 Days	€4,250.-
10 - 14 August 2026	Amsterdam - Netherlands	5 Days	€4,200.-
31 August - 4 September 2026	London - U.K	5 Days	€4,200.-
14 - 18 September 2026	Munich - Germany	5 Days	€3,450.-
5 - 9 October 2026	Kuala Lumpur - Malaysia	5 Days	€2,250.-
16 - 20 November 2026	Amsterdam - Netherlands	5 Days	€4,250.-

Date	City	Duration	Price
7 - 11 December 2026	London - U.K	5 Days	€4,200.-
21 - 25 December 2026	Munich - Germany	5 Days	€3,450.-

#### — Online seminar dates

Date	Format	Duration	Price
8 - 12 June 2026	Live online	5 Days	€1,850.-
6 - 10 July 2026	Live online	5 Days	€1,850.-
10 - 14 August 2026	Live online	5 Days	€1,850.-
31 August - 4 September 2026	Live online	5 Days	€1,850.-
14 - 18 September 2026	Live online	5 Days	€1,850.-
5 - 9 October 2026	Live online	5 Days	€1,850.-
16 - 20 November 2026	Live online	5 Days	€1,850.-
7 - 11 December 2026	Live online	5 Days	€1,850.-
21 - 25 December 2026	Live online	5 Days	€1,850.-