

## CERTIFICATE IN HUMAN CAPITAL PLANNING

*"Develop the skills to strategically plan, manage, and optimize your workforce to drive organizational growth and performance."*

### Schedule

Venue (InHouse)	Fees
At Your Organization Premises	Ask For The Quotation

► **Available delivery methods:** In-House Training

### Introduction

The **Certificate in Human Capital Planning** equips HR professionals, managers, and organizational leaders with the knowledge and tools to forecast, plan, and manage human resources strategically. The course emphasizes aligning workforce planning with business objectives, assessing current and future talent needs, and implementing strategies to ensure the right people are in the right roles at the right time. Participants will learn practical techniques to analyze workforce data, optimize staffing, and support organizational productivity and growth.

### Objectives

- Understand the principles and importance of human capital planning.
- Analyze current workforce capabilities and identify future talent needs.
- Develop strategies to attract, retain, and develop talent aligned with business objectives.
- Forecast workforce requirements based on organizational growth, attrition, and skill gaps.
- Implement succession planning and talent development initiatives.
- Evaluate human capital effectiveness and optimize workforce utilization.

## Why Attend

- Learn how to plan and manage human resources strategically.
- Gain skills to align workforce planning with organizational goals.
- Improve decision-making regarding talent acquisition, development, and retention.
- Ensure the organization has the right talent to achieve its business objectives.

## Target Audience

- HR professionals responsible for workforce planning, talent management, or strategic HR initiatives.
- Organizational leaders and managers involved in resource planning and strategic decision-making.
- HR consultants aiming to provide workforce planning and human capital advisory services.
- Learning and development professionals supporting talent growth and succession planning.

## Individual Benefits

- Acquire practical skills to assess workforce needs and develop human capital plans.
- Learn to forecast and manage talent requirements effectively.
- Gain the ability to implement strategies for succession planning and employee development.
- Enhance strategic thinking and decision-making in HR management.

## Organizational Benefits

- Ensure the right people are in the right roles to meet organizational objectives.
- Optimize workforce utilization and reduce talent gaps.
- Improve employee engagement, retention, and development.
- Align human capital initiatives with business strategy for sustainable growth.

## Instructional Methodology

- Interactive lectures on human capital planning principles and frameworks.
- Case studies illustrating effective workforce planning and human capital strategies.
- Workshops to develop human capital plans, forecast talent needs, and create succession roadmaps.
- Group exercises and discussions to solve real-world workforce challenges.
- Practical exercises to analyze workforce data, identify gaps, and propose solutions.

## Course Outline

### 1. Introduction to Human Capital Planning

- Importance of strategic workforce planning.
- Key principles and models of human capital planning.

### 2. Workforce Analysis and Forecasting

- Assessing current workforce capabilities.
- Forecasting future talent requirements based on business needs.

### 3. Talent Acquisition and Retention Strategies

- Planning recruitment and development initiatives.
- Strategies to attract, retain, and engage top talent.

### 4. Succession Planning and Leadership Development

- Identifying high-potential employees.
- Preparing future leaders and critical role successors.

### 5. Aligning Human Capital with Business Strategy

- Integrating workforce planning into organizational goals.
- Optimizing workforce productivity and utilization.

### 6. Monitoring and Evaluation of Human Capital Effectiveness

- Metrics to measure workforce performance and effectiveness.
- Adjusting plans based on data, trends, and organizational changes.

### 7. Practical Exercises and Case Studies

- Developing human capital plans for different business scenarios.
- Hands-on practice in forecasting workforce requirements and planning for critical roles.

## Certification

Participants will receive the **Certificate in Human Capital Planning** upon successful completion, validating their ability to strategically plan, manage, and optimize human resources to support organizational growth.

## Why Choose MAWA Events

- **Global Expertise:** More than 17 years of experience in professional training and consulting.
- **Industry-Leading Faculty:** Courses delivered by seasoned professionals with hands-on experience.
- **Practical Insights:** Learn to turn theory into actionable strategies for real-world business impact.
- **Client-Focused Solutions:** Customized programs designed to achieve your organisation's unique goals.

### In-House / Customized Training

Interested in running this course for your team?

Please contact us:

TEL:

**+601116373203**

EMAIL:

**info@mawaevents.net**