Joint Ventures · JV420

Strategic Human Capital Operations and Workforce Management

Duration	Category	Ref
1 Week	**Joint Ventures**	**JV420**
Language	Certificate	
English	**Certificate of attendance**	

Introduction

Strategic Human Capital Operations and Workforce Management is designed to help HR and Human Capital professionals align workforce operations with organisational objectives. The course provides participants with the knowledge and practical tools required to optimise human capital processes, improve workforce planning, enhance employee productivity, and support organisational growth through effective people management strategies.

Course Objectives

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

- Understand the strategic role of Human Capital Operations in achieving organisational goals.
- Develop effective workforce planning and management strategies.
- Improve operational efficiency across HR and Human Capital functions.
- Enhance employee lifecycle management processes.
- Utilise workforce data and analytics to support decision-making.
- Strengthen compliance, governance, and risk management practices.
- Improve employee engagement, productivity, and retention.
- Apply best practices in workforce management and operational excellence.

Target Audience

- Human Capital Officers
- HR Officers and Specialists
- Human Capital Operations Professionals
- Workforce Planning Professionals
- HR Business Partners
- Talent Management Specialists
- Employee Relations Professionals
- HR Supervisors and Team Leaders
- Human Capital Managers and Coordinators

Course Outline

Day 1

Strategic Human Capital Operations

- The Strategic Role of Human Capital Management
- Aligning HC Operations with Organisational Strategy
- Human Capital Governance and Operating Models
- Key Functions of Human Capital Operations
- Measuring Human Capital Effectiveness

Day 2

Workforce Planning and Talent Management

- Strategic Workforce Planning Principles
- Workforce Forecasting and Capacity Planning
- Talent Acquisition and Workforce Optimisation
- Succession Planning and Talent Development
- Managing Workforce Risks and Challenges

Day 3

Employee Lifecycle and Workforce Performance

- Employee Onboarding and Integration
- Performance Management Frameworks
- Employee Engagement and Retention Strategies
- Learning and Development Planning
- Managing Workforce Productivity

Day 4

HR Analytics and Operational Excellence

- Human Capital Metrics and KPIs
- Workforce Analytics for Decision-Making
- HR Data Management and Reporting
- Process Improvement and Operational Efficiency
- Digital Transformation in Human Capital Operations

Day 5

Leadership, Change Management, and Future Workforce Trends

- Leading Human Capital Operations Effectively
- Change Management in Workforce Environments
- Building Agile and Resilient Workforces
- Emerging Trends in Human Capital Management
- Developing a Strategic Workforce Management Action Plan

Ask us for a date for this course

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training@hplustraining.com · +44 74 0108 8599 · +90 539 827 59 14