XCELERATE TRAINING INSTITUTE
your learning & development partner

HUMAN RESOURCES MANAGEMENT (HRM)

Strategic Human Capital Management Training Course

DURATION	LANGUAGE	FORMAT
5 days	**English**	**Classroom / Online**

Upcoming dates

Dates	Venue	Format	Fee
26 – 30 ????? 2027	Live online	Online (live)	**€1?200**
3 – 7 ???? 2027	Geneva	Classroom	**€5?500**
4 – 8 ?????? 2027	Live online	Online (live)	**€1?200**

Register or ask a question

Online: x8ti.com/course/strategic-human-capital-management-training-course-2/
+491631686678 · info@x8ti.com

Strategic Human Capital Management Training Course

Introduction

Introduction

The face of business has changed globally with the constantly changing economy, the rapid advancement in technology, the change in the political scenario, the change in social norms and, also the change in the mindset of the people.

In an environment, such as this, it became important for the businesses to look at their Human Resource function from a more strategic perspective.

The change in the scale has led to the HR incorporating interventions that influence the organization's capability, performance, and productivity. Now, the Human Resource managers are on the lookout of finding ways to create sustainable competitive advantage through several employee engagement activities.

This course on Strategic Human Capital Management by Xcelerate training institute will empower Human Resource professionals to drive business growth.

Learning Objectives

- Appreciate the significance of human resource management as a strategic function in the organization
- Develop Capability to understand the strategic HR issues in companies
- Enable the participants to make more appropriate choices in the dynamic business environment
- Create sources of sustainable advantage in the organization through strategic human resource interventions
- Draft an HR Strategy and creating an HR budget
- Outline the Key Performance Indicators for all the services offered by the HR department
- Quantify, Assess and Determine the formulae for calculating employee engagement, employee satisfaction and morale
- Understand the life cycle of an employee in the company and, the role of the Performance Management System in employee retention
- Build an ethical organization

Training Methodology

We at Xcelerate training institute, follow a combination of theory and practical application of the concepts to meet your requirements.

A highly interactive presentation will include simulation exercises, management games, paper-pencil exercises, activities, role plays, videos, real-life situations, case studies, and practice sessions.

You will get a strong grip on the strategic knowledge of this function and a practical understanding to better adapt and, apply to your organization.

Benefits for your Organization

- Increase productivity by linking of the HR policy and practices with the strategic aims of the organization
- Alignment of HR goals to the departmental and organizational goals – the strategic vision and mission of the company to become a market leader
- Develop a comprehensive performance management system and build a performance-oriented culture to address challenges in employee turnover, attrition, and others
- Make other departments and the organization stronger and more effective
- Enhancement of employee engagement and motivation
- Build an ethical organization

Benefits for You

- Develop an understanding of the strategic management process in HR
- Build and enhance the competency of self to conduct analysis using various tools and frameworks to make strategic decisions in the organization
- Understand how to assess, identify, and implement an appropriate growth strategy
- Develop your leadership skills, an ability to interpret data, solve problems and drive innovation in the business
- Grow a strategic mindset to diagnose problems and make practical recommendations
- Become a Talent advocate, change leader, and people's person

Target Audience

This program should be attended by:

- CEOs
- HR Heads
- HR Managers
- Senior professionals (involved in Strategic planning and implementation)
- HR Specialists
- HR Team Leaders
- HR Business partners
- Line Managers

Course Outline

INTRODUCTION, CONTEXT, KEY TERMS

Understand the Main Cycles in Human Resources (HR) Management

- HR Strategy Cycle
- Recruitment and Selection Cycle
- Training and Development Cycle
- Performance Management Cycle

- Compensation and Benefits Cycle

STRATEGIC HR MANAGEMENT

- The changing face of HR
- How HR can benefit the strategic value to the organization
- Different strategic tools and their application
- Situation Analysis
- SWOT Analysis
- PEST Analysis
- PEDSTL Framework
- Balanced scorecard

HR VISION AND MISSION

- Strategic Goals of HR department
- HR and its Critical Success Factors
- How to identify KRA’s and KPI’s for HR
- Core Competencies and Core Values of HR department

QUANTIFYING AND MEASURING HUMAN RESOURCES

- Measuring KPI’s
- Human Resources versus Human Capital
- Developing HR Dashboards and Balanced Scorecard

EMPLOYEE RETENTION AND TURNOVER

- Turnover versus Attrition (Gross and Net Turnover)
- Voluntary versus Non-Voluntary Separation
- Examining Turnover

MANAGING EMPLOYEE PERFORMANCE

- Chalking out a Performance Management System
- Identification of the right appraisal system for your organization
- Management by Objectives (MBO) System
- 180 Degrees and 360 Degrees Systems
- Competency-Based Appraisals
- Competency Dictionary
- Forced Ranking and Bell Curve: Necessity, Advantages, and Disadvantages

HR BUDGETING AND SALARY PROJECTIONS

- Method of HR Budgeting
- Salary Projections
- Trends in HR
- Bench-marking

DIVERSITY ISSUES AND, BUILDING ETHICAL ORGANIZATIONS

- Creating a transparent and ethical culture

- The impact of factors – external and internal on change
- Latest developments in HR across industries
- Strategic HR Management and international business relationships

Copyright and intellectual property
This course, "Strategic Human Capital Management Training Course", is an original course by Xcelerate Training Institute. All materials, content and structure are the intellectual property of Xcelerate Training Institute. Reproduction, distribution or use of any part of this course without written consent is prohibited.

Registration Form

Strategic Human Capital Management Training Course

Preferred dates: ..... Venue or online: .....

Duration: 5 days Language: .....

Please complete and email this form to us, or register online. We confirm your place and send the invoice within one working day.

Delegate information

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

Official email: ..... Personal email: .....

Company information

Company name: .....

Address: .....

City / country: ..... VAT / tax number: .....

Person responsible for training & development

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

Email: .....

Payment

☐ Please invoice me ☐ Please invoice my company

Signature: ..... Date: .....

Call
+491631686678

Email this form
info@x8ti.com

Register online
Open the course page