



ELEMENTS OF HR- Capital Management

Course Introduction:

This is a comprehensive training course designed to give you true business advantage. This five-days training course will help you to gain a thorough understanding of the field of human resources management and help you to get ahead of your competitors by developing a superior human capital strategy.

Course Objectives:

By the end of the one day training course, the participants will have:

- Transform HR and people management into a strategic function.
- Shift the attention of HR managers and practitioners from just running' or managing' their HR departments to that of predictive management' using the modern tools of HR analytics.
- Apply the four processes of modern human capital management to take HR management to new levels of sophistication and integration.
- Optimize and synchronize the delivery of HR services.
- Predict the economic value of their organizations' human capital investments.
- Get acquainted with international best practices in applying the new human capital management model.

Who Should Attend?

This is an advanced program in HR and people management. Senior HR executives including vice presidents, managers and directors would make ideal candidates for this program. Similarly, specialized senior HR managers of recruitment, training and development, career planning, performance management as well as compensation and benefits would stand to enhance their professionalism and productivity by applying the new insights embodied in this program.

Course Outline:

Introduction to Predictive Analysis

- The Meaning and Power of Analytics
- Managing Tomorrow, Today
- The Language of Metrics and Analytics
- A Model for Predictive Management: Measuring What is Important

The 21st Century Human Capital Management Model

- The Four Processes of Predictive Modern Human Capital Management
- Scanning the Market and Managing the Risk
- Turning Data Into Business Intelligence

- The Exact Nature of Metrics
- Avoiding Common Metrics Mistakes
- First, Second and Third Generation Metrics
- The Levels of Metrics
- Applying Metrics and Analytics to Make a Difference

Case Studies in Human Capital Predictive Analytics: Rationale, Process and Results

- Using Predictive Analysis to Attack Long-Term Turnover and Productivity Problems
- Using Predictive Analysis to Improve Staffing and Retention

Managing Tomorrow, Today

- What We Know About Tomorrow
- What Analytics Can Deliver to Your Organization
- The Future of Human Capital Analytics

Human Capital Management for the 21st Century Summary and Samples

- The Strategic Scan
- Capability Planning
- Process Optimization
- Integrated Delivery
- Predictive Measurement
- Analytics

Course Certificate:

المركز العالمي للتدريب والتطوير
International Centre For Training & Development

International Center for Training & Development (ICTD) will award an internationally recognized certificate(s) for each delegate on completion of training.

Course Methodology:

A variety of methodologies will be used during the course that includes:

- (30%) Based on Case Studies
- (30%) Techniques
- (30%) Role Play
- (10%) Concepts
- Pre-test and Post-test
- Variety of Learning Methods
- Lectures

- Case Studies and Self Questionnaires
- Group Work
- Discussion
- Presentation

Course Fees:

To be advised as per the course location. This rate includes participant's manual, and-Outs, buffet lunch, coffee/tea on arrival, morning & afternoon of each day.

Course Timings:

Daily Course Timings:

08:00 - 08:20	Morning Coffee / Tea
08:20 - 10:00	First Session
10:00 - 10:20	Coffee / Tea / Snacks
10:20 - 12:20	Second Session
12:20 - 13:30	Lunch Break & Prayer Break
13:30 - 15:00	Last Session

