

Course Name

Strategic Human Capital Planning And Workforce Excellence

Sector Name

HR Strategy and Training

Document Type

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Strategic Human Capital Planning And Workforce Excellence

Course Introduction

In today's rapidly evolving business environment, organizations must adopt strategic and forward-looking Human Capital practices that support sustainable growth, workforce readiness, and organizational performance. Effective Human Resources Strategy is no longer limited to administrative functions; it has become a critical driver of workforce planning, organizational culture, talent positioning, and business alignment.

BOOST Consulting & Training designed this program to provide participants with the strategic knowledge and practical capabilities required to develop integrated Human Capital strategies, strengthen HR governance frameworks, enhance workforce planning and budgeting practices, and build competitive employee value propositions. The program also focuses on organizational culture assessment, competency development, total rewards strategies, and policy alignment to ensure Human Capital initiatives effectively support organizational objectives and long-term success.

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Strategic Human Capital Planning And Workforce Excellence

Target Audience

- ✓ Human Capital and HR Managers
- ✓ HR Business Partners
- ✓ Workforce Planning Specialists
- ✓ Organizational Development Professionals
- ✓ Talent Management Professionals
- ✓ HR Strategy and Policy Specialists
- ✓ Senior HR Officers and Team Leaders
- ✓ Professionals involved in Human Capital transformation initiatives

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Learning Objectives

- ✓ Develop Human Capital strategies aligned with organizational priorities and business objectives.
- ✓ Design and implement effective HR policies, procedures, and governance frameworks.
- ✓ Apply workforce planning and budgeting techniques to support future talent needs.
- ✓ Conduct organizational culture assessments to improve engagement and alignment.
- ✓ Develop competency frameworks, role profiles, and job analysis structures.
- ✓ Design effective EVP and employer branding strategies to attract and retain talent.
- ✓ Implement total rewards approaches that support employee motivation and retention.
- ✓ Strengthen strategic alignment between Human Capital initiatives and organizational performance.

Strategic Human Capital Planning And Workforce Excellence

Course Outline

✓ DAY 1

Human Capital Strategy and Organizational Alignment

- ✓ Strategic role of Human Capital in business performance
- ✓ Human Capital strategy development frameworks
- ✓ Aligning HR initiatives with organizational objectives
- ✓ Strategic workforce challenges and future workforce trends
- ✓ HR governance fundamentals and strategic integration
- ✓ Building sustainable Human Capital roadmaps

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Course Outline

✓ DAY 2

HR Policies, Workforce Planning, and Resource Management

- ✓ Developing effective HR policies and procedures
- ✓ Policy governance, compliance, and standardization
- ✓ Workforce planning methodologies and forecasting techniques
- ✓ Human Capital budgeting and resource allocation
- ✓ Talent demand and workforce supply analysis
- ✓ Strategic manpower planning and succession considerations

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Course Outline

✓ DAY 3

Organizational Design, Competencies, and Culture Assessment

- ✓ Job analysis and role architecture principles
- ✓ Role design and responsibility mapping
- ✓ Competency framework development and implementation
- ✓ Organizational culture assessment models and tools
- ✓ Identifying culture gaps and engagement drivers
- ✓ Aligning organizational behaviors with company values

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Course Outline

✓ DAY 4

Employer Branding, EVP, and Total Rewards Strategies

- ✓ Building a strong Employer Value Proposition (EVP)
- ✓ Employer branding strategies for talent attraction and retention
- ✓ Enhancing employee engagement through EVP initiatives
- ✓ Fundamentals of total rewards management
- ✓ Compensation, benefits, and recognition frameworks
- ✓ Reward strategies aligned with organizational objectives

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Course Outline

✓ DAY 5

Strategic Human Capital Excellence and Performance Sustainability

- ✓ Integrating Human Capital initiatives across the organization
- ✓ Measuring HR strategic effectiveness and workforce performance
- ✓ Human Capital analytics and strategic decision support
- ✓ Managing change and Human Capital transformation initiatives
- ✓ Best practices in strategic workforce management
- ✓ Building a future-ready and high-performing workforce

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
Aug. 22, 2027	Aug. 26, 2027	5 days	5.00 \$	KSA , Riyadh
Jan. 25, 2027	Jan. 29, 2027	5 days	4250.00 \$	UAE , Dubai
June 7, 2027	June 11, 2027	5 days	4950.00 \$	Spain , Madrid

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