

DYNAMICS OF HUMAN CAPITAL MANAGEMENT™

Introduction

Is Human Capital Management (HCM) is a new term for Human Resource Management (HRM) or is it more? When we think of 'Capital', we tend to equate it with 'investment' and financial returns on this (ROI) . Or another financial terms 'Return on Assets Managed' (ROAM). Managing is all about the effective utilization of resources – which include physical, financial, information, knowledge, time, space and the human workforce.

HCM builds on the human element, as talented employees are assets that appreciate with age. Competent and motivated employees are the source of knowledge and wisdom – and one of the few that can add value and provide a competitive edge who actually manage all sources. HCM, while very similar to HRM, emphasizes the measurement of the value of human resources. It views the resources as capital, which, if invested in carefully and systematically can produce a significant value added. In fact it may be the only asset which provides the competitive edge. It involves the concept of talent and the effective leadership and management of that talent, measured and aligned to the organizations values, vision, mission and strategy.

Learning Objectives

By the end of this program, participants will

- Understand the nature of HCM and its role in contributing to organizational and Human Resource effectiveness.
- Learn how to integrate HCM into strategic thinking & HR Policy making
- Know how to access and measure competence and talent potential - two critical processes in HCM.
- Understand the HCM cycle of attracting, motivating and retaining talent and how succession planning and career development play a role.
- Learn how leadership is the key challenge in adding value to Human Capital.
- Appreciate how knowledge management and developing a learning organization culture can be strategic aspects of HCM.

Workshop Duration

This can be designed as a 1, 2 or more intensive 3 day workshop, subject to client's needs.

Workshop Contents

Defining Human Capital Management (HCM) vs Human Resource (HRM)

- Human Resources as Capital Assets
- People as the most important resource
- Adding value to maintain the competitive edge

Strategic HCM

- Using Employees Organizational, Values, Vision, Mission and Strategy
- Using Knowledge Management to develop a learning organization culture
- The right job fit vs square pegs in round holes

Managing Human Capital Functions

- Planning, Organizing and Leading
- Budgeting and Controlling
- Where does Human Capital Fits in?

Assessing Human Capital

- Employees as Appreciating Assets
- Downsizing and/or separation
- Talent versus Competence

The HCM Cycle

- Attracting and Retaining Talent Potential
- Assessment and Development of Talent
- Succession Planning and Career Management
- Downsizing and/or Separation

Measuring HC in the Organizational

- Use of the Balanced Score Card

Leadership Challenges to ensure value added HC

- The Leader as an Assessor
- The Leader as an Developer

Workshop Methodology

A key and unique feature of this workshop is that all participants will complete a personality traits survey form, resulting in a detailed personality profile. This will enable participant's to discover their own preferred cognitive and emotional styles, which in turn can strongly influence the dynamics of thinking and learning relating to this workshop . More importantly, it helps participants understand how to integrate profiling into talent management

Workshop design incorporates a variety of methods to both stimulate active learning and appeal to the mix of participants preferred learning styles. Where appropriate, selected multimedia, video or power point visuals augment a comprehensive manual of notes.

Brain Dynamics Global

No:7, Jalan 16/3, 46350 Petaling Jaya

Tel: (603) 7957 1130 Fax: (603) 7957 4571 E-mail: admin@bdglobal.org