

Maximizing the Impact of Human Capital

Why Attend

- Human capital (HC) is an intangible asset not usually listed on a company's balance sheet. It can be classified as the economic value of a worker's competencies. Human capital can include learning, training, intelligence, skills, health, and other things employers value such as loyalty and punctuality. This course highlights the importance of human capital, revealing its impact on every aspect of an organization.

Course Methodology

- This course explains HC's impact using a wide range of methodologies such as individual exercises, team exercises, calculations, challenges and case studies.

Course Objectives

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

- Demonstrate a thorough understanding of HC and of its impact
- Develop HC KPIs and related scorecards
- Adjust organizational processes through HC process value analysis
- Describe the components of an HC financial index
- Explain how HC can impact existing and futuristic management decisions

Target Audience

- Human resources and human capital managers, business partners and team leaders interested in human capital contributions

Target Competencies

- Analytical thinking
- Business acumen
- Management
- Achieving goals and objectives
- Financial analysis and decision making

The real value of human capital

- Human resources versus human capital
- People information
- The importance of data-to-value cycle
- Intellectual capacity:
- Process and culture
- Intellectual property

Human capital performance

- How to measure human capital impact on the goals
- HC value circle
- HC KPIs from definition to application
- Human economic value added
- Human capital cost factor
- Human capital value added
- Human capital ROI
- Human capital market value
- Human capital scorecard

Human capital process

- Human capital impact on processes
- Human capital in processes
- Process value analysis
- Framework of an effective process
- Performance matrix
- Human capital effects

Human capital management

- Human capital impact on management
- Human capital management STAR
- The future of HCM

- Acquisition functions
- Maintenance function (benchmarking and surveys)
- Development functions
- Retention functions
- Trends in functional outsourcing

Human capital ROI

- Human capital impact on the financials
- Example on human capital income statement (P&L)
- Human capital financial index