



Certificate in Human Capital Planning - Virtual Learning



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800 7100 (within UAE)



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Why Attend

Human capital professionals should start linking their activities to the business strategic objectives. Therefore, HR should be a real business partner by presenting their expertise through a clear plan such as the HC plan which provides that link.

This course will allow you to link all the HR activities to the business plan in a very professional way enabling you to secure a seat on the company's decision table.

Course Methodology

This course uses a straight forward methodology which combines the explanation of the HC plan components reaching at the end of the course to a real HC Plan that will be assessed and evaluated. Also, individual exercises, team exercises, and case studies will be used in this course.

Course Objectives

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

- Demonstrate a thorough understanding of the HC plan
- Create an HC plan that is aligned with the organizational business plan
- Review the progress of the HR initiatives
- Evaluate an HC plan and recommend adjustments
- Demonstrate how an HC plan can increase values of human capital management

Target Audience

Human resources/capital managers, business partners, team leaders, and specialists interested in human capital planning.

Target Competencies

- Analytical thinking
- Business acumen
- Planning and organizing
- Achieving goals and objectives
- Evaluation skills

Note

It is highly recommended that attendees have access to their mission, vision and business strategic objectives.

Course Outline

- The HC plan
 - HC plan definition
 - Business plan vs. HC plan
 - The relation between a business plan and an HC plan
 - Guidelines for drafting an HC plan
- HC plan components
 - Understanding the business vision
 - Understanding the business mission
 - Business goals
 - Strategic objectives
 - HR SWOT analysis
 - Other HR elements
 - Understanding what an executive summary should include
- From business strategic objectives to HR strategic objectives



- HR strategic objectives
 - HR implications and actions
 - Initiatives of the HC plan
 - HR implications
 - HR theme
 - Action plan
 - Championing the action plan
 - Time frame
 - Costs
 - KPIs
 - Reviews

- HR elements
 - Culture and values
 - Organizational structure changes
 - Human capital
 - Succession planning
 - Building a bench strength
 - Motivation and retention
 - Training and development
 - Organizational development and effectiveness

- Additional HC plan considerations
 - Quarterly reviews
 - Evaluation of the HC plan
 - Operating environment
 - Producing an executive summary
 - HR plan draft (actual)
 - Fine-tuning the HC plan



Fees: US\$

Per participant - 2020

US\$ 2350

Fees + VAT as applicable

UAE Tax Registration Number 100239834300003



For Companies that want to maximize the return on their investment in training: **Register 3 participants** on the same course and date and pay only for 2.



Meirc Timeline



2020

Meirc launches its virtual learning solutions



2019

Meirc launches its Professional Qualification training and introduces Hands-on Automation and Process Control Courses



2018

Meirc celebrates its 60th anniversary



2017

Meirc introduces its blended learning methodology



2015

Meirc relocates to its newly acquired HQ office in Bay Square, Business Bay, Dubai



2014

Meirc adds PLUS Specialty Training, a new division providing technical and industry-specific courses



2007

Meirc opens an office in Jeddah, Saudi Arabia



2004

Meirc opens an office in Abu Dhabi, UAE



1997

Meirc is the 1st training company in the region to have its own website



1991

Meirc becomes headquartered in Dubai, UAE



1988

Meirc celebrates its 30th anniversary with its advisory committee (Aramco, Bapco, KOC, QPC)



1967

Meirc builds its own office building in Beirut



1958

Meirc is founded in Beirut by the late Simon Siksek

Call us

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Meirc
Training & Consulting