

HUMAN CAPITAL STRATEGIST CERTIFICATION PROGRAM

Learn best practices to acquire and optimize your talent, increase engagement, and develop people

If you are new or early in your HR career, this course is for you. Your clients expect you to be able to solve their people problems. In this course, you'll learn solutions for a range of talent management issues that you might encounter. And not just the same old stuff—you'll get a winning combination of original research, best practices, tips and techniques, in a learner-friendly format.

That's because:

- ✓ Our models are easy to understand and implement. You can quickly apply what you've learned back on the job.
- ✓ We've done all the homework for you and share our evidence-based insights and innovative solutions.
- ✓ You'll discuss your real work in class and can consult with the facilitator and your colleagues.
- ✓ You won't just sit and listen to the facilitator; you will be engaged and involved in activities during the course.

Who Should Attend?

The Human Capital Strategist course is designed for new, entry-level, and early-career HR practitioners looking to advance their careers by moving beyond tactical and administrative skills and taking on a more strategic role. Whether you are an HR Generalist or Business Partner, or a specialist in Learning and Development or another area, this course is for you.



Human Capital Strategist

CERTIFICATION PROGRAM

**Learn more and enroll
at hci.org/hcs-course**

- ✓ Two-day interactive session
- ✓ Offered in person, online and in house at your organization
- ✓ Course Level: 100
- ✓ Supports HRCI and SHRM recertification





What You'll Learn

Discover how to solve people problems using our systematic approach to talent management. You'll move beyond tactical skills to optimize your organization's talent strategy, acquire the right talent, engage employees, and develop people.

Along the way, you'll hear stories about real companies meeting challenges throughout the talent management cycle. You'll learn about the global talent trends you need to know and gain exposure to evidence-based research in the human capital field.



Earning the Human Capital Strategist certification prepares you to:

- ✓ **Optimize Your Talent Strategy**
Turn your business strategy into business results with smart human capital strategy.
- ✓ **Acquire the Right Talent**
Take a customer-centric approach to attracting and hiring the right talent.
- ✓ **Engage Your People**
Engage your employees with talent management strategies focused on values and culture, and rewards and recognition.
- ✓ **Develop Your Workforce**
Empower leaders with development tools, resources, and knowledge.



Course Outline

Modules	Topics
Introduction	<ul style="list-style-type: none">• Three waves of change in the workplace• Your organization's talent management strategy: strengths, challenges, and opportunities• Trends affecting talent management• The talent management cycle
Optimize Your Talent Strategy	<ul style="list-style-type: none">• Planning a workforce based on your organization's strategic goals• Scanning the environment for internal and external factors that could affect your organization• Segmenting roles to determine which ones are critical to the business strategy• Using competency models• Determining talent fit
Acquire the Right Talent	<ul style="list-style-type: none">• Aligning talent acquisition strategy with business goals• Identifying organizational gaps in critical roles to more quickly impact the bottom line• Defining an employee value proposition that attracts highly-qualified candidates• Developing a strategy to build a pipeline for the future• Assessing a candidate's potential for success
Engage Your People	<ul style="list-style-type: none">• The definition and importance of engagement• Measuring engagement• Increasing engagement
Develop Your Workforce	<ul style="list-style-type: none">• Creating a learning culture• Empowering managers to coach and develop employees• Connecting L&D and the business• Thinking outside of the classroom
Action Planning	<ul style="list-style-type: none">• Identifying best practices to apply in your organization



HCI's Approach to Learning

What We Do

- ✓ **We believe** that HR is critically positioned to accelerate the success of an organization through the purposeful, strategic management of talent to drive growth.
- ✓ **We know** the way we do this is by becoming high-impact, strategic business partners.
- ✓ **We help** individuals and organizations make this transition through the development of strategic mindsets and skillsets.
- ✓ **We support** the transfer of new knowledge and skills with tools and templates that can be used back on the job.
- ✓ **We understand** how to do this because we are experts in training and development as well as HR.

Why We Are Different

- ✓ **We do your homework for you.**
Our courses are based on our own proprietary research as well as HR thought leadership. We turn them into training that allows you to put ideas into practice.
- ✓ **We know that learning is doing.**
Our courses are full of activities and interactions with your colleagues and our faculty.
- ✓ **We recognize that learning is a journey.**
That's why we support you before, during, and after each course.
- ✓ **We meet you where you are.**
Our courses are designed so that you can acquire both breadth and depth in strategic HR.
- ✓ **We can take you anywhere you want to go.**
Want to become better at your current job? Prepare for your next one? Become a leader in HR? We can help.



Approved for **13 General** recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute.



Pre-approved for **13 Professional Development Credits (PDCs)** toward SHRM-CP or SHRM-SCP Certifications.

ENROLL NOW

Course Fee: \$1,995

Click here to view the
schedule and enroll

Or contact us at **866-538-1909**
or support@hci.org