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031: Human Capital Management Challenges and Corporate Sustainability Techniques - 6.0 CEUs

CEU: 6.0 **Duration:** 18hours 22minutes **Tuition:** $5,700



Teachers:

- Glen Woods, Ph.D. (Dr. Glen Woods is the Global Initiative Director. He leads capacity building and consulting efforts at the Americas Empowerment Institute, focused on developing countries and emerging economies. He brings over 25 years of experience in the public sector, focusing on government regulations, public utilities, and telecommunications where he led the business development and relationship building across all infrastructure sectors, including power and energy. Mr. Woods brings with him an Intimate knowledge of public sector governance in the United States and Australia, innovative financing programs of the U.S. federal government, and an understanding of political decision making, inter- national project finance, economics, strategic planning, and business negotiations and communications. During his career, he has advised on numerous utilities in the U.S and Canada. He has a Master of Arts in International Economics from the Georgetown University, Washington, D.C, and a Doctor of Philosophy in Information Technology and International Relations from Stanford University.)

Course Topics:

- Corporate Governance

Program Locations & Dates:

- Houston, Texas USA: Jul 13-17,
- Houston, Texas USA: Sep 14-18
- Houston, Texas USA: Dec 7-11

Program Tags:

- Leadership

About Course

The Human Capital Management Challenges and Corporate Sustainability Techniques course is designed to address evolving workforce challenges and sustainable business practices. It equips professionals with the tools and strategies required to assess

and enhance talent management practices while aligning human capital initiatives with long-term corporate sustainability goals.

Course Overview

Each major topic is first addressed by analyzing a case study, and assessing the strength of a specific talent practice (i.e. engagement, succession, retention, etc.) From the case study experience, groups then consider a series of application-based questions they are likely to encounter and must address in the workplace. Participants discuss and debate the issues and share strategies for effectively addressing them.

Following these two experiential sessions, a presentation of 15 to 20 minutes is delivered for each topic. Because the group sessions have dealt with many of the core aspects of the particular talent practice, this module offers a concise focus on new views and next practices.

This course contains practical tools and job aids to help you implement what you've learned as soon as you arrive back at the office. These resources will reinforce the principles learned, help leverage your time and simplify the process of integrating new talent management practices.

Course Objectives

- Assess current talent practices and identify areas for improvement
- Align talent strategy with sustainability goals
- Apply integrated talent management frameworks effectively
- Implement effective workforce planning and retention strategies
- Enhance leadership capabilities in managing human capital

Learning Outcomes

- Design and implement sustainable talent management programs
- Integrate human capital strategies with business performance metrics
- Drive employee engagement and improve retention
- Utilize analytics in workforce planning and decision-making
- Develop leadership pathways and succession planning strategies

Course Outline

- Introduction
- Talent life cycle model and definition
- The Value of Talent Management
- Workforce Planning
- Talent Acquisition
- Developing and Deploying Talent
- Engaging and Retaining Talent
- Leading and Managing Talent
- Integrated Talent Management
- The Role of HR

Why This Course Matters

Rajiv Mehra
HR Business Partner, India
"The case-based learning helped me link theory with real challenges in my workplace. A timely course for professionals managing workforce transformation."

Maria Gonzalez
Talent Strategist, Mexico
"Finally, a course that connects talent management with sustainability in a practical and actionable way."

Angela Ncube
Organizational Development Specialist, Zimbabwe
"The blend of strategic HR insights with sustainability imperatives makes this course a game-changer."

Course Content

Module 1: Introduction to Human Capital Management
Explore foundational concepts and the strategic importance of human capital in modern organizations.

- **Defining Human Capital in the 21st Century**
- **Strategic role of HR in business sustainability**
- **Linking people strategy with organizational goals**

Module 2: Workforce Planning and Talent Management
Analyze key strategies for acquiring, developing, and retaining top talent.

- **Workforce analytics and forecasting**
- **Talent acquisition and onboarding trends**
- **Succession planning and leadership pipeline**

Module 3: Organizational Culture and Employee Engagement
Design a resilient culture and improve engagement as levers for performance and sustainability.

- **Understanding culture as a competitive advantage**
- **Employee engagement frameworks**
- **Psychological safety and inclusive leadership**

Module 4: Human Capital Metrics and Data-Driven Decisions
Use data and HR analytics to measure success and inform future strategies.

- **Key human capital metrics and dashboards**
- **Predictive analytics in workforce strategy**
- **Linking data to sustainability outcomes**

Module 5: Corporate Sustainability and HR's Strategic Role
Explore sustainability principles and how HR drives long-term corporate value.

- **Principles of corporate sustainability**
- **ESG frameworks and HR alignment**
- **Human capital as a pillar of sustainability strategy**

Target Audience

Human Capital Directors, Human Capital Managers, Human Resources Managers, Training Managers, Knowledge Managers, Recruitment & Development Managers, Department Managers, Project Managers, Entrepreneurs, and Human Resources Management Consultants. Directors of Human Resources, Directors and Managers of Talent Acquisition and Recruitment, Directors and Managers of Organizational Development, Directors and Managers of Education and Learning, Directors and Managers of Strategy and Workforce Planning, Business Line Managers and Executives, Search, Consulting and Solutions Business Partners and Future leaders in the disciplines of HR, OD or the Line.

Certificate of Completion

Participants who successfully complete the "Human Capital Management Challenges and Corporate Sustainability Techniques"

course will receive a Certificate of Completion. This certificate affirms your ability to strategically manage human capital, foster a sustainable organizational culture, and apply modern HR strategies to build resilient, future-ready organizations. It represents your commitment to aligning people, performance, and sustainability.

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