



HUMAN RESOURCES AND TRAINING

Certificate in Human Capital Planning

Course code: HRT-029

SPARK TRAINING

Professional training courses for leaders, specialists, and organizations seeking practical capability development.

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— Workshop Overview

Organizations achieve sustainable success when their workforce capabilities are aligned with strategic objectives. Human capital planning enables organizations to anticipate future talent needs, optimize workforce utilization, and ensure the right people are in the right roles at the right time. Without a structured approach to workforce planning, organizations often face skill gaps, inefficiencies, and challenges in responding to business changes. This programme is designed to provide practical tools and frameworks for effective human capital planning. It focuses on workforce analysis, forecasting, talent strategies, and aligning people capabilities with long-term organizational goals.

Why Attend

This programme combines strategic insight with practical application:

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Real-world HR and workforce planning case studies

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Interactive workshops and group discussions

Who Should Attend

HR Managers and HR Business Partners

Workforce Planning Specialists

Talent Management Professionals

Organizational Development Practitioners

Strategy and Planning Professionals

Senior Managers involved in workforce decisions

— Learning Objectives

- Understand the principles of human capital and workforce planning
- Analyze current workforce capabilities and gaps
- Forecast future talent needs based on business strategy
- Develop effective workforce and talent plans
- Align HR strategies with organizational goals
- Use data to support workforce decision-making
- Improve workforce efficiency and performance

— Course Outline

DAY
1

Foundations of Human Capital Planning

- Introduction to human capital planning concepts
- Role of workforce planning in organizational success
- Linking business strategy with workforce strategy
- Key components of human capital planning
- Understanding workforce supply and demand
- Overview of planning frameworks and models

DAY
2

Workforce Analysis and Gap Identification

- Assessing current workforce capabilities
- Skills inventory and competency mapping
- Identifying workforce gaps and risks
- Data collection and workforce analytics basics
- Evaluating workforce performance and productivity
- Practical exercise: workforce assessment

DAY
3

Forecasting and Talent Planning

- Workforce demand forecasting techniques
- Scenario planning and future workforce needs
- Talent pipeline development strategies
- Succession planning and leadership development
- Managing workforce transitions
- Case study: future workforce planning

DAY
4

Developing Human Capital Strategies

- Designing workforce and talent strategies
- Aligning HR initiatives with business objectives
- Recruitment, retention, and development planning
- Diversity and inclusion considerations
- Workforce optimization strategies
- Practical workshop: building a workforce plan

DAY

5

Implementation and Performance Monitoring

- Implementing workforce plans effectively
- Monitoring and measuring workforce performance
- HR metrics and KPIs for workforce planning
- Continuous improvement in human capital planning
- Change management in workforce transformation
- Final case study and action planning

— Upcoming Classroom Dates

DATE	LOCATION	FEE
5 - 9 October 2026	Kuala Lumpur - Malaysia	€1,400
16 - 20 November 2026	Amsterdam - Netherlands	€2,125
7 - 11 December 2026	London - United Kingdom	€2,100
21 - 25 December 2026	Munich - Germany	€1,725
11 - 15 January 2027	London - United Kingdom	€2,100
8 - 12 February 2027	Barcelona - Spain	€1,925
8 - 12 March 2027	Dubai - UAE	€1,400
12 - 16 April 2027	London - United Kingdom	€2,100

— Certificate and Registration

Participants who attend and complete the full programme receive a SPARK Training Certificate of Completion. For registration, in-house delivery, or availability questions, contact info@sparktraining.eu or +31 85 115 0004.