

Human Capital Strategy for Business Growth Course

5 – 16 July 2027
Barcelona

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Training Center

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Overview

Human Capital Strategy for Business Growth Course is a two-week professional course for HR, workforce planning, organization development, business, finance, and strategy teams, who leave with a Human Capital Growth Roadmap. Participants translate growth priorities into strategic workforce planning, capability priorities, organization design, talent segmentation, leadership pipelines, workforce analytics, productivity measures, investment choices, and governance. Agile Leaders Training Center delivers this human capital strategy course.

Who Should Attend

- Human resources functions responsible for people strategy and investment priorities
- Workforce planning teams responsible for demand, supply, and gap analysis
- Organization development teams responsible for structures and capabilities
- Business leaders responsible for growth capacity and productivity
- Finance and strategy teams responsible for resource choices and governance

The course assumes participants contribute to business or workforce decisions and leaves out general HR administration and standalone sales growth strategy.

Departments and Industries

The course supports functions that align workforce capacity and capability with business growth across sectors.

- Human resources, workforce planning, and organization development
- Corporate strategy, finance, and transformation offices
- Banking, technology, and professional services
- Manufacturing, logistics, and energy operations
- Healthcare, education, and public services

Learning Objectives

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

- Analyze growth priorities and their workforce implications
- Build workforce demand, supply, and capability scenarios
- Apply talent segmentation and critical-role criteria
- Evaluate organization design, productivity, and leadership capacity
- Prioritize human capital investments using workforce analytics
- Create a governed human capital growth roadmap

Course Agenda

Day 1: Growth Strategy and Workforce Implications

- Business Growth Assumption Map
- Strategic Workforce Planning Scope Canvas
- Growth Driver-to-Workforce Impact Matrix
- Business Capability Dependency Map
- Human Capital Strategy Design Brief

Day 2: Workforce Demand Scenarios

- Workforce Demand Driver Model
- Role Volume and Capacity Forecast
- Growth Scenario Assumption Register
- Demand Sensitivity Analysis Table
- Future Workforce Demand Profile

Day 3: Workforce Supply and Gaps

- Internal Workforce Supply Inventory
- External Talent Availability Scan
- Workforce Flow and Attrition Model
- Demand-Supply Gap Heatmap
- Workforce Risk and Constraint Register

Day 4: Capabilities and Critical Roles

- Growth Capability Priority Matrix
- Critical Role Identification Criteria
- Role-to-Capability Architecture
- Capability Gap Evidence Profile
- Build-Buy-Borrow-Partner Decision Matrix

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Day 5: Talent Segmentation and Value

- Workforce Segment Value Map
- Talent Differentiation Decision Rules
- Employee Segment Experience Canvas
- Retention Risk and Value Matrix
- Talent Portfolio Action Plan

Day 6: Organization Design for Growth

- Growth Operating Model Map
- Organization Design Principle Set
- Accountability and Decision Rights Matrix
- Span and Layer Diagnostic
- Organization Transition Impact Map

Day 7: Productivity and Workforce Analytics

- Workforce Productivity Driver Tree
- People Analytics Question Framework
- Human Capital Metric Definition Sheet
- Workforce Insight and Decision Dashboard
- Evidence Quality and Interpretation Checklist

Day 8: Leadership and Succession Capacity

- Growth Leadership Requirement Profile
- Leadership Pipeline Capacity Map
- Critical Position Succession Matrix
- Successor Readiness Evidence Scale
- Leadership Development Investment Plan

Day 9: Investment and Governance

- Human Capital Investment Portfolio
- Cost-Benefit and Risk Evaluation Matrix
- Initiative Prioritization Scorecard
- Human Capital Governance RACI
- Strategy Review and Decision Calendar

Day 10: Human Capital Growth Strategy Practice

- Exercise: Growth Assumption and Demand Review
- Exercise: Workforce Gap and Capability Challenge
- Exercise: Organization and Talent Portfolio Test
- Exercise: Investment and Governance Review
- Capstone Human Capital Growth Roadmap

Practical Exercises

The course includes the following suggested activities:

- Suggested activity: convert a business growth scenario into workforce demand and capability implications
- Suggested activity: compare internal supply with critical-role and capability requirements
- Suggested activity: evaluate organization, talent, leadership, and productivity choices using evidence
- Suggested activity: sequence human capital investments with owners, measures, decisions, and review points

Frequently Asked Questions

Who suits the Human Capital Strategy for Business Growth Course?

It suits HR, workforce planning, organization development, business, finance, and strategy teams and assumes involvement in business or workforce decisions.

How does human capital strategy differ from general HR planning?

Human capital strategy translates business choices into workforce capacity, capability, organization, talent, leadership, investment, and governance decisions, while general HR planning often coordinates recurring functional activities.

How does strategic workforce planning support business growth?

Strategic workforce planning tests growth assumptions against workforce demand, available supply, critical roles, capability gaps, constraints, and alternative actions.

Which workforce analytics support human capital investment decisions?

Relevant workforce analytics connect role capacity, workforce flows, capability evidence, productivity drivers, retention risk, succession readiness, cost, and business outcomes.

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What is the main human capital strategy course output?

The main output is a Human Capital Growth Roadmap linking growth assumptions, workforce gaps, organization choices, talent actions, leadership capacity, investments, governance, and measures.

Conclusion

Participants take back a Human Capital Growth Roadmap and supporting decision artifacts. These products replace disconnected people initiatives with sequenced workforce, capability, organization, talent, leadership, and investment choices. They also clarify ownership, evidence, governance, measures, review points, and the relationship between human capital decisions and business growth.