COURSE SYLLABUS

Strategic Human Capital Management Course

Enrolled students will learn how to design, track, and communicate performance measures in federal programs. Ideal for professionals seeking to improve accountability and data-driven decision-making.

> Group classes (Live Online) and onsite training are available for this course. For more information, email onsite@graduateschool.edu or visit: https://www.graduateschool.edu/courses/strategic-human-capital-management



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Course Outline

Module 1: Overview of Strategic Human Capital Management

- Define strategic human capital management (SHCM)
- Explain how SHCM has evolved in the federal government
- Describe the importance of SHCM and how HR supports the organization's business and mission
- Identify current federal SHCM initiatives
- Discuss HR roles under SHCM

Module 2: The Human Capital Framework

- List the human capital standards for success
- Describe the focus of each human capital standard for success
- Explain how each standard impacts other standards
- Understand the Human Capital Framework and its components
- Discuss HRStat: Data-Driven HR Program Reviews

Module 3: Strategic Planning and Alignment

- Explain the purpose of the Strategic Planning and Alignment system
- Define Strategic Planning and Alignment in the context of the HCF
- Discuss the standards and outcomes for Strategic Planning and Alignment
- Apply the Strategic Planning and Alignment focus areas and metrics to your organization
- Examine the perspectives of senior leadership, operational leaders, and employees on strategic alignment

Module 4: Talent Management

- Address competency gaps in mission-critical occupations
- Implement programs to attract, acquire, develop, and retain talent

- Align talent management strategies with agency goals and objectives
- Understand the role of HR in building a capable workforce

Module 5: Performance Culture

- Promote a high-performing workforce through effective performance management systems
- Establish awards programs to recognize achievements
- Foster a performance-driven culture within the agency
- Develop strategies for maintaining a results-oriented organizational culture

Module 6: Evaluation

- Monitor and evaluate human capital management policies, programs, and activities
- Analyze compliance with merit system principles
- Identify improvements for enhancing human capital management practices
- Implement data-driven evaluations to assess the impact of HR decisions