



London TDM

## HR Training Courses

**Course Venue:** United Arab Emirates - Dubai

**Course Date:** From 19 April 2026 To 23 April 2026

**Course Place:** Downtown Dubai

**Course Fees:** 5,000 USD

## Introduction

Human Capital Management (HCM) plays a crucial role in shaping an organization's success by optimizing workforce capabilities, enhancing performance, and driving strategic goals. This executive course is designed to equip leaders with the tools and insights necessary to maximize their human capital investment, fostering a talent-driven culture that propels business outcomes.

## Objectives

- Understand fundamental concepts and strategies of human capital management.
- Develop skills to align human capital strategy with organizational goals.
- Enhance capability to manage and develop a high-performing workforce.
- Explore innovative practices and technologies in talent management.
- Learn to foster an inclusive and adaptable organizational culture.

## Course Outlines

### Day 1: Understanding Human Capital Management

- Overview of Human Capital Management and its Importance
- Key Components of HCM Systems
- Linking HCM to Business Strategy
- Current Trends and Challenges in HCM
- Case Studies: Successful HCM Implementations

### Day 2: Strategic Workforce Planning

- Aligning Talent Strategy with Business Goals
- Workforce Analytics and Insights
- Identifying Critical Roles and Skills Gaps
- Developing a Talent Acquisition Plan
- Future Workforce Planning and Succession Management

### Day 3: Talent Development and Performance Management

- Creating a Culture of Continuous Learning
- Designing Effective Training and Development Programs
- Implementing Performance Management Best Practices
- Coaching and Mentoring for Leadership Development
- Evaluating Impact: Metrics for Talent Development

### Day 4: Technology and Innovation in HCM

- Leveraging HR Technologies and Platforms
- Adopting AI and Machine Learning in HCM
- Digital Transformation of HR Processes
- Enhancing Employee Experience through Technology
- Case Studies: Leading Edge HR Tech Implementations

## **Day 5: Fostering an Inclusive and Adaptive Culture**

- Understanding and Promoting Diversity, Equity, and Inclusion
- Building an Agile and Resilient Workforce
- Strategies for Employee Engagement and Retention
- Cultivating Leadership Styles for a Changing Environment
- Action Planning: Creating a Roadmap for HCM Success