COURSE SYLLABUS

Strategic Human Capital Management Course

Learn to align human capital strategies with organizational goals using OPM's Human Capital Framework 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://sdfm.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