

Course No. 1726

Strategic Human Capital Management in the Public Sector Training Course

**PUBLIC SECTOR HUMAN CAPITAL & WORKFORCE DEVELOPMENT
GOVERNMENT & PUBLIC SECTOR**

DURATION

5 Days

DELIVERY

Classroom



Course Overview

The Strategic Human Capital Management in the Public Sector Training Course provides a comprehensive strategic framework for managing human capital as a critical driver of government performance, institutional capability, and sustainable public-sector development. The course is designed to help ministries, government entities, public-sector organizations, and public institutions align human capital strategies with institutional objectives, government priorities, and future workforce requirements.

Modern public-sector human capital management requires a transition from traditional administrative human resource practices toward a strategic approach focused on workforce capability, talent management, leadership development, performance, employee engagement, and organizational readiness. This course explores how these elements can be integrated into a coherent human capital strategy that supports both current operational requirements and long-term institutional priorities.

The program covers the core dimensions of strategic human capital management, including human capital strategy, workforce planning, talent management, competency management, performance management, leadership development, succession planning, career development, employee engagement, workforce capability, and human capital analytics. Participants will learn how to connect these areas with organizational strategy and measurable institutional outcomes.

Particular emphasis is placed on the challenges facing public-sector organizations, including organizational transformation, digitalization, changing workforce capabilities, job redesign, talent attraction and retention, knowledge transfer, productivity, and future skills. The course also addresses the role of leadership, governance, workforce data, and evidence-based decision-making in building sustainable human capital capabilities.

Through practical exercises, workforce analysis, capability gap assessments, human capital framework development, talent mapping, performance indicator design, strategic case studies, and executive workshops, participants will develop the capabilities required to design and implement an integrated Strategic Human Capital Management framework that strengthens institutional performance, organizational resilience, workforce capability, and future readiness.

Objectives

- Analyze the strategic role of human capital in achieving public-sector organizational objectives.
- Assess the alignment between human capital strategy, organizational strategy, and government priorities.
- Develop an integrated strategic framework for human capital management.
- Analyze current and future workforce requirements and identify critical skills and capability gaps.
- Design effective talent and competency management strategies for public-sector organizations.
- Develop approaches for strengthening employee and leadership capabilities in response to future requirements.
- Apply practical methods for linking performance management with strategic objectives and institutional outcomes.
- Design leadership development and succession planning approaches for critical positions.
- Apply human capital analytics and workforce indicators to support evidence-based management decisions.
- Evaluate human capital risks and develop appropriate responses to talent and capability gaps.
- Strengthen employee engagement and organizational culture to support performance and transformation.
- Design governance, monitoring, and continuous improvement mechanisms for human capital strategies.

Who Should Attend

This training course is designed for executives, human resources directors and managers, chief human capital officers, talent management professionals, organizational development specialists, workforce planning professionals, learning and development managers, performance management specialists, and HR business partners working in government and public-sector organizations.

It is particularly relevant to professionals responsible for developing human capital strategies and aligning them with institutional objectives and government priorities, as well as executive leaders, department heads, and transformation professionals involved in workforce capability, organizational development, talent management, and institutional transformation.

The program will also benefit decision makers, talent and leadership committees, succession

planning teams, human capital analytics professionals, and specialists responsible for performance management, workforce development, employee engagement, and organizational capability building.

Learning Outcomes

- Analyze the strategic role of human capital management in public-sector organizations.
- Assess the alignment between human capital strategy and institutional strategic objectives.
- Develop an integrated human capital strategy linked to organizational priorities and measurable outcomes.
- Analyze workforce data and identify current and future skills and capability gaps.
- Design integrated talent and competency management strategies for government organizations.
- Develop workforce and leadership capability-building plans aligned with future requirements.
- Link individual and organizational performance management with strategic objectives and targeted outcomes.
- Develop leadership development and succession planning approaches for critical roles.
- Use human capital indicators and workforce analytics to support strategic decision-making.
- Assess human capital risks and develop mitigation plans for workforce and capability gaps.
- Design initiatives that strengthen employee engagement, organizational culture, and workforce performance.
- Establish governance and monitoring mechanisms for implementing human capital strategies.
- Apply continuous improvement approaches to enhance the effectiveness and sustainability of human capital initiatives.

Course Outline

DAY 01

Strategic Human Capital Management in the Public Sector

- Human capital concepts and their role in government performance
- Transitioning from traditional HR administration to strategic human capital management
- Aligning human capital with institutional strategy and government priorities
- Identifying human capabilities required to achieve strategic objectives
- Assessing the public-sector human capital environment and emerging challenges

DAY 01 — CONTINUED

- Leadership and governance in strategic human capital management

PRACTICAL APPLICATION

Assess the current human capital management environment and identify strategic priorities

DAY 02

Workforce Planning & Future Capability Management

- Strategic workforce planning in the public sector
- Workforce structure, roles, skills, and capability analysis
- Identifying critical positions and essential organizational capabilities
- Forecasting future workforce and skills requirements
- Workforce, competency, and capability gap analysis
- Workforce reshaping and preparation for future organizational changes

PRACTICAL APPLICATION

Develop a workforce and future capability gap assessment

DAY 03

Talent, Competency & Leadership Management

- Strategic talent management in public-sector organizations
- Identifying high-potential employees and critical talent
- Organizational, functional, technical, and behavioral competency frameworks
- Leadership development and building future leadership pipelines
- Succession planning for critical positions
- Career development, internal mobility, and talent retention

PRACTICAL APPLICATION

Develop an integrated talent and future leadership map

DAY 04

Performance Management, Employee Development & Transformation

- Aligning performance management with organizational strategy
- Individual and organizational performance measurement
- Identifying performance and capability gaps
- Designing learning, development, and workforce capability programs
- Strengthening employee engagement and organizational culture
- Managing organizational change and transformation through human capital

PRACTICAL APPLICATION

Develop an integrated performance, development, and capability-building plan

DAY 05

Human Capital Analytics, Governance & Sustainability

- Key Performance Indicators for human capital management
- Workforce analytics and evidence-based human capital decisions
- Measuring the effectiveness of human capital initiatives
- Managing talent, capability, and workforce risks
- Human capital strategy governance, accountability, and oversight
- Strategic review and continuous improvement

FINAL WORKSHOP

Develop an integrated Strategic Human Capital Management framework covering workforce planning, talent management, competency management, leadership development, succession planning, performance management, employee development, career management, human capital analytics, risk management, governance, performance measurement, and continuous improvement.



Register or Request More Information

Course page: <https://quest-training.com/courses/strategic-human-capital-management-in-the-public-sector-training-course>

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