



## Human Capital and Talent Management Program

24 - 28 Aug 2026  
Milan (Italy)



# Human Capital and Talent Management Program

**Ref.:** 121587\_1039158 **Date:** 24 - 28 Aug 2026 **Location:** Milan (Italy) **Fees:** 6200 **Euro**

## Introduction

Human Capital and Talent Management is a strategic discipline focused on optimizing the value of people within organizations. It explores how to develop skills, knowledge, and capabilities to support long-term organizational success. The Human Capital and Talent Management program provides a structured understanding of how workforce planning and talent strategies align with business objectives. It emphasizes modern approaches to attracting, developing, and retaining high-performing employees. Participants will examine how data, leadership, and organizational culture shape workforce effectiveness. The course covers both theoretical foundations and practical applications in contemporary human resource environments.

## Targeted Groups

This Human Capital and Talent Management program targets professionals seeking knowledge and skills:

- HR specialists are aiming to strengthen human capital management practices.
- Talent acquisition professionals are involved in recruitment and selection processes.
- Line managers are responsible for team performance and workforce development.
- Organizational development practitioners focus on strategic workforce planning.
- Training and development officers manage employee growth programs.
- Business leaders are seeking to improve employee engagement and retention strategies.
- Consultants supporting workforce transformation and HR modernization initiatives.

## Course Objectives

Participants will achieve the following objectives by completing the Human Capital and Talent Management course:

- Develop a strong understanding of human capital management principles and strategic talent frameworks.
- Learn how to align workforce planning with organizational goals and long-term business vision.
- Understand talent acquisition strategies that improve hiring quality and reduce turnover risk.
- Explore performance management systems that enhance employee productivity and accountability.
- Gain insights into employee engagement practices that foster motivation and commitment.
- Analyze workforce development approaches, including training, upskilling, and reskilling programs.
- Understand succession planning techniques to ensure leadership continuity.
- Apply HR analytics to support data-driven decision-making in talent management processes.
- Strengthen the ability to evaluate organizational capability gaps and design improvement strategies.
- Build competence in integrating human resource practices with the overall organizational strategy.

## Targeted Competencies

Participants will gain the following competencies during the Human Capital and Talent Management program:

- Ability to design and implement effective human capital strategies aligned with organizational priorities.
- Skills in workforce planning and forecasting future talent needs.
- Competence in managing recruitment cycles and selecting high-quality candidates.
- Proficiency in performance evaluation systems and employee feedback mechanisms.
- Capability to enhance employee engagement through structured initiatives.
- Understanding of learning and development frameworks for continuous workforce improvement.
- Ability to apply succession planning models to ensure leadership continuity.
- Skills in interpreting HR data and workforce analytics for decision-making.
- Competence in identifying skill gaps and recommending targeted development solutions.

## Studying Scenarios

In this Human Capital and Talent Management training, participants develop skills through the following scenarios:

- Analyzing workforce shortages and designing recruitment strategies to meet organizational demand.
- Evaluating employee performance issues and implementing improvement plans.
- Developing engagement programs to reduce turnover in high-pressure environments.
- Building succession planning models for critical leadership roles.
- Applying HR analytics to predict workforce trends and support strategic decisions.

## Course Content

### Unit 1: Foundations of Human Capital Management

- Understanding human capital as a strategic organizational asset.
- Exploring the evolution of human capital management concepts.
- Differentiating between traditional HR and modern talent management.
- Identifying key drivers of workforce productivity and efficiency.
- Examining organizational behavior and its impact on performance.
- Understanding the role of culture in shaping employee value creation.
- Analyzing the relationship between human capital and business outcomes.
- Introducing core principles of strategic workforce alignment.
- Reviewing global trends influencing human capital development practices.
- Exploring the integration of human capital into corporate strategy frameworks.

### Unit 2: Talent Acquisition and Workforce Planning

- Defining strategic workforce planning and its business importance.
- Analyzing labor market trends and talent availability dynamics.
- Designing job analysis and competency-based job descriptions.
- Understanding employer branding and its impact on recruitment success.
- Applying structured recruitment and selection methodologies.
- Evaluating candidate assessment tools and interview techniques.

- Managing onboarding processes for long-term employee retention.
- Forecasting workforce demand using strategic planning models.
- Addressing skills gaps through proactive talent sourcing strategies.
- Aligning recruitment practices with organizational growth objectives.

### **Unit 3: Performance Management and Employee Engagement**

- Establishing performance management systems aligned with strategy.
- Setting measurable performance indicators and evaluation standards.
- Conducting performance appraisals and feedback sessions effectively.
- Enhancing employee motivation through recognition and reward systems.
- Understanding the drivers of engagement and workplace satisfaction.
- Managing underperformance through structured improvement plans.
- Building continuous feedback cultures within teams and departments.
- Linking performance outcomes with organizational productivity goals.
- Designing engagement strategies to reduce turnover rates.
- Integrating performance management with career development pathways.

### **Unit 4: Learning, Development, and Succession Planning**

- Designing organizational learning frameworks for workforce development.
- Identifying training needs through skills gap analysis.
- Implementing upskilling and reskilling programs for employees.
- Evaluating training effectiveness and learning outcomes.
- Building leadership development programs for future managers.
- Understanding succession planning models and frameworks.
- Preparing talent pipelines for critical organizational roles.
- Promoting continuous professional development across all levels.
- Aligning learning strategies with organizational transformation goals.
- Managing knowledge transfer and institutional capability retention.

### **Unit 5: HR Analytics and Strategic Talent Management**

- Understanding HR analytics and its role in decision-making.
- Collecting and interpreting workforce data for strategic insights.
- Applying predictive analytics to workforce planning challenges.
- Measuring key HR performance indicators and metrics.
- Using data-driven insights to improve talent strategies.
- Identifying trends in employee behavior and retention patterns.
- Integrating technology in human capital management systems.
- Supporting leadership decisions with evidence-based HR reports.
- Evaluating ROI of talent management initiatives.
- Aligning analytics with long-term organizational strategy execution.

## **Final Insights & Key Takeaways**

Human Capital and Talent Management is a strategic enabler of organizational growth, focusing on maximizing workforce value through structured systems and data-driven decisions. Mastering these principles enhances both organizational performance and long-term competitive advantage.



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Human Capital and Talent Management Program**

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