BLACKBIRD FOR TRAINING

Aligning Human Capital Strategy with Organizational Strategy

15 – 19 February 2027
Lyon (France)



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Introduction

The Aligning Human Capital Strategy with Organizational Strategy course is designed to help organizations connect workforce priorities with long-term business goals. In many organizations, human capital initiatives are developed separately from corporate strategy, which can lead to capability gaps, inefficient workforce investments, inconsistent leadership pipelines, and weak accountability for people-related outcomes.

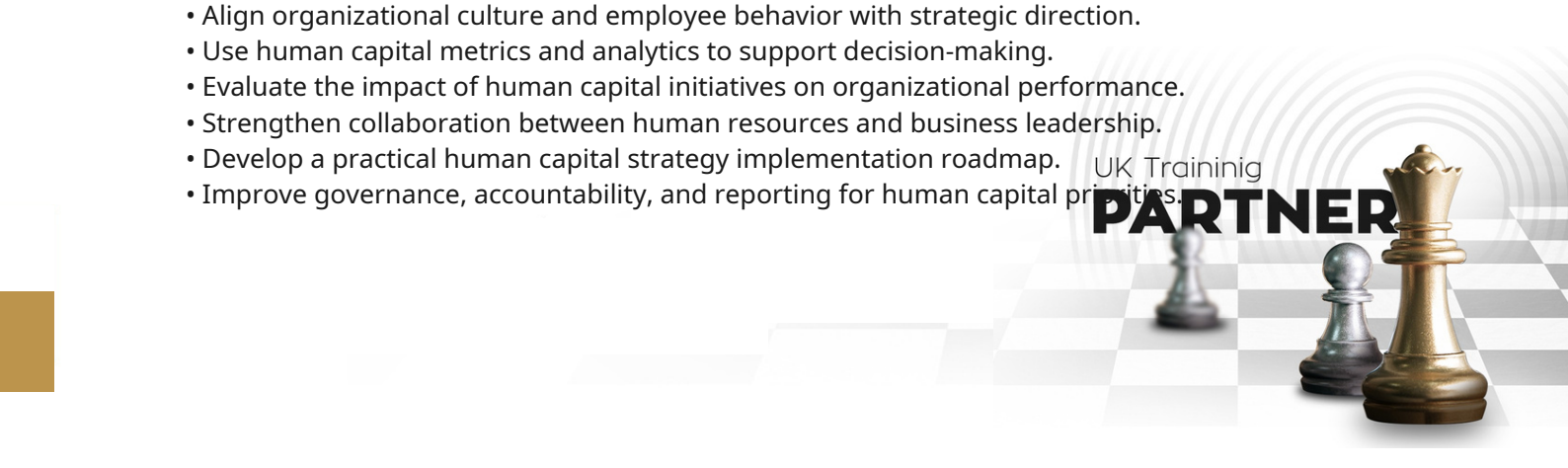
This course provides participants with a structured approach to translating organizational strategy into practical human capital priorities. It examines how workforce planning, talent management, leadership development, performance management, succession planning, employee engagement, and organizational culture can be aligned with strategic objectives. Participants will learn how to identify the capabilities required to execute strategy, assess current workforce readiness, and develop coordinated human capital initiatives that support sustainable organizational performance.

The program is intended for executives, human resources leaders, talent management professionals, organizational development specialists, workforce planning teams, and managers involved in strategic planning or business transformation. Through practical exercises, case studies, and planning tools, participants will develop the ability to design human capital strategies that are measurable, business-focused, and responsive to changing organizational requirements.

Course Objectives

By the end of this course, participants will be able to:

- Understand the relationship between organizational strategy and human capital strategy.
- Translate strategic priorities into workforce and capability requirements.
- Assess the organization’s current human capital capacity and readiness.
- Identify critical roles, competencies, and workforce segments.
- Develop integrated human capital priorities aligned with business objectives.
- Apply strategic workforce planning techniques.
- Align talent acquisition and talent development with future capability needs.
- Integrate performance management with organizational goals.
- Develop leadership and succession strategies that support business continuity.
- Align organizational culture and employee behavior with strategic direction.
- Use human capital metrics and analytics to support decision-making.
- Evaluate the impact of human capital initiatives on organizational performance.
- Strengthen collaboration between human resources and business leadership.
- Develop a practical human capital strategy implementation roadmap.
- Improve governance, accountability, and reporting for human capital priorities.



Course Outlines

Day 1: Connecting Organizational Strategy and Human Capital Priorities

- Understanding organizational strategy and its implications for the workforce.
- Examining the role of human capital in strategy execution.
- Translating strategic objectives into people and capability requirements.
- Identifying the workforce implications of growth, transformation, and restructuring.
- Assessing internal and external factors affecting human capital strategy.
- Understanding the strategic role of human resources leaders and business partners.
- Mapping business priorities to human capital priorities.

Day 2: Strategic Workforce Planning and Capability Analysis

- Principles of strategic workforce planning.
- Assessing current workforce capacity, capability, and composition.
- Identifying critical roles and strategic workforce segments.
- Analyzing competency and capability gaps.
- Forecasting future workforce demand and supply.
- Evaluating workforce risks and vulnerabilities.
- Developing workforce scenarios and response options.
- Integrating workforce planning with financial and operational planning.

Day 3: Talent, Leadership, and Succession Alignment

- Aligning talent management with strategic capability requirements.
- Developing targeted talent acquisition strategies.
- Identifying high-potential employees and critical talent pools.
- Building leadership capabilities required for future strategy execution.
- Designing succession plans for critical positions.
- Developing career pathways and internal mobility programs.
- Strengthening retention strategies for critical skills and roles.
- Linking learning and development priorities to organizational strategy.

Day 4: Performance, Culture, and Employee Engagement

- Aligning performance management with organizational objectives.
- Translating strategic goals into individual and team performance expectations.
- Developing performance measures that support strategy execution.
- Aligning reward and recognition practices with desired outcomes.
- Assessing organizational culture and its impact on strategic performance.
- Identifying behaviors required to support organizational transformation.
- Strengthening employee engagement and workforce commitment.
- Managing resistance and supporting change through human capital initiatives.



Day 5: Human Capital Analytics, Governance, and Implementation

- Selecting human capital metrics linked to organizational outcomes.
- Using workforce analytics to support strategic decisions.
- Measuring capability, productivity, engagement, retention, and leadership readiness.
- Developing human capital dashboards and executive reports.
- Evaluating the return and impact of human capital investments.
- Establishing governance for human capital strategy implementation.
- Defining roles, responsibilities, accountability, and reporting mechanisms.
- Developing a phased human capital strategy implementation roadmap.

Why Attend This Course? Wins & Losses!

- Strengthen the alignment between workforce priorities and organizational strategy.
- Improve the ability to translate business plans into human capital requirements.
- Develop a structured approach to strategic workforce planning.
- Improve the identification and management of critical talent and capabilities.
- Strengthen leadership development and succession planning.
- Align performance management with strategic objectives.
- Improve the use of human capital metrics and workforce analytics.
- Support organizational transformation through culture and engagement initiatives.
- Strengthen collaboration between human resources and business leadership.
- Improve the governance and accountability of human capital investments.
- Develop a practical roadmap for implementing human capital strategy.
- Enhance organizational readiness for future workforce challenges.

Conclusion

The Aligning Human Capital Strategy with Organizational Strategy course provides participants with a practical framework for integrating workforce priorities with organizational direction. It enables human resources leaders and business managers to move beyond isolated people initiatives and develop coordinated strategies that directly support growth, transformation, operational performance, and long-term sustainability.

Throughout the course, participants examine the full human capital strategy cycle, beginning with organizational strategy and workforce implications, progressing through capability analysis, workforce planning, talent management, leadership development, performance alignment, culture, engagement, analytics, and implementation governance.

By applying the tools and methodologies covered in the program, participants will be better prepared to identify strategic workforce needs, close capability gaps, strengthen leadership pipelines, improve employee performance, and support evidence-based decision-making. The course also helps organizations improve accountability by linking human capital investments to measurable business outcomes.

Upon completion, participants will have a structured approach for developing and implementing a human capital strategy that is aligned with organizational priorities, supported by relevant data, and designed to improve institutional performance.

