Strategic Human Resource Management Training Course

14 – 18 December 2026
Geneva

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Programme Summary

Enterprise human capital governance requires a shift from transactional administration to macro-level institutional alignment. Strategic Human Resource Management examines how human capital investments directly influence long-term corporate viability, enterprise risk posture, and fiscal sustainability. Participants evaluate operating architecture, board-level human capital reporting, workforce risk quantification, and structural restructuring models to position the human resources function as a core driver of institutional governance. This masterclass is delivered by Mars Training Centre UK.

The Business Case

Executive committees increasingly demand quantitative justification for human capital allocations, requiring human resources executives to demonstrate measurable fiscal impact, institutional continuity, and regulatory compliance. Establishing structured human capital governance mitigates exposure to operational disruption, prevents talent succession vulnerabilities, and ensures human resources initiatives support overarching enterprise goals.

- Human Capital Financial Visibility: Translates workforce expenses and productivity figures into board-ready fiscal statements.
- Workforce Risk Containment: Identifies, quantifies, and hedges structural talent shortages and critical role dependencies.
- Operating Model Efficiency: Optimises functional structures through shared services, centres of expertise, and agile deployment pods.
- Corporate Strategy Cohesion: Directly maps institutional human capital investments to long-range organizational performance benchmarks.

Principles and Evidence Base

- ISO 30414:2018 Guidelines for Internal and External Human Capital Reporting: Establishes standardized core metrics across workforce productivity, diversity, and turnover risk.
- Ulrich HR Operating Model Evolution: Guides the transformation of structural human resources governance from transactional units to value-generating corporate centres.
- COSO Enterprise Risk Management Framework: Directs human capital threat assessment, operational vulnerability identification, and mitigation planning.

Intended Participants

- Chief Human Resources Officers and Human Resources Directors managing enterprise-wide human capital portfolios.
- Vice Presidents of Human Capital accountable for workforce governance and structural alignment.
- Heads of Organisational Development and Reward tasked with enterprise restructuring and human capital valuation.
- Divisional Human Resources Executives preparing for executive committee and board-level responsibilities.

The curriculum provides advanced governance tools suited for executive practitioners across multi-entity corporations, regulated utilities, and global holding groups.

Learning Outcomes

1. Participants will be able to construct an enterprise human capital strategy directly integrated with long-range corporate milestones.
2. Participants will be able to quantify workforce operational risks and present mitigation strategies to executive audit committees.
3. Participants will be able to evaluate and configure human resources operating architectures across diverse operational entities.
4. Participants will be able to apply ISO 30414:2018 reporting metrics to produce transparent human capital governance disclosures.
5. Participants will be able to formulate defensible human capital business cases utilizing return on investment and financial ratios.
6. Participants will be able to direct complex organizational restructuring initiatives while maintaining statutory compliance and operational resilience.

Programme Structure

Day 1: Macro-Level Human Capital Strategy and Corporate Governance

How does the human resources function integrate with enterprise governance models and strategic mandates?

- Corporate Governance Structures and Human Resources Alignment
- Translating Strategic Corporate Directives into Human Capital Objectives
- Environmental Scanning and Enterprise Macro-Trend Analysis
- Evaluating Human Resources Maturity and Strategic Readiness
- Establishing Executive-Level Key Performance Indicators

Day 2: Organizational Architecture and HR Operating Model Design

How are structural capabilities and human resources operational models configured for high performance?

- Evolution of HR Operating Models: From Three-Box to Agile Ecosystems
- Centres of Expertise and Shared Services Governance
- Target Operating Model Assessment and Restructuring Protocols
- Macro-Level Workforce Sizing and Capacity Modelling
- Change Governance and Institutional Structural Reconfiguration

Day 3: Human Capital Financial Metrics and Capital Allocation

How do executive human resources practitioners quantify human capital investments using fiscal instruments?

- Human Capital Return on Investment and Economic Value Added
- Analysing Workforce Balance Sheet Metrics and Employment Expenditures
- Capital Expenditure versus Operating Expenditure in Human Resources Programmes
- Formulating Board-Level Financial Justifications for Transformation
- Cost Optimization Strategies during Structural Shifts

Day 4: Workforce Risk Assessment and Succession Governance

How do institutions detect, measure, and mitigate critical human capital exposures?

- Enterprise Risk Management Integration with Human Capital Portfolios
- Critical Dependency Mapping and Single-Point-of-Failure Vulnerabilities
- Executive Succession Governance and Talent Pipeline Audits
- Workforce Attrition Forecasting and Contingency Planning
- Governance of Ethics, Compliance, and Institutional Behaviour

Day 5: ISO 30414 Human Capital Reporting and Board-Level Presentation

How are human capital indicators governed and reported to executive stakeholders and external markets?

- ISO 30414:2018 Metric Classification and Disclosure Standards
- Building an Executive Human Capital Dashboard for Audit Committees
- Stakeholder Expectation Management across Institutional Investors
- Defending Strategic Human Capital Roadmaps to the Executive Board
- Capstone Human Capital Strategy Presentation and Defence

Methodology

Instruction follows an applied executive executive seminar format featuring real-world organizational case investigations, strategic scenario planning, and financial diagnostic exercises. Delegates work through practical organizational architecture simulations and boardroom defense sessions.

- Suggested activity: Conducting an enterprise human capital risk audit to identify critical institutional vulnerabilities.
- Suggested activity: Formulating a multi-entity human resources operating model transition roadmap.
- Suggested activity: Presenting an ISO 30414:2018 compliant human capital briefing to a simulated audit committee.

Capstone Output

Delegates produce an Executive Human Capital Governance Blueprint containing an operational risk register, a financial justification model for structural transformation, and an ISO 30414:2018 reporting dashboard. This document serves as an actionable framework immediately deployable within the delegate's sponsoring corporate entity.

Frequently Asked Questions

How does this course differ from operational HR management programmes?

The syllabus concentrates strictly on macro-level institutional strategy, executive board governance, human capital financial valuation, and organizational risk rather than individual employee relations or operational workflows.

What human capital reporting standards are covered in the curriculum?

The sessions examine global reporting guidelines, specifically ISO 30414:2018 human capital reporting standards, alongside executive metric frameworks used by audit and governance committees.

Is this programme suitable for practitioners without financial backgrounds?

Yes. The curriculum introduces human capital financial metrics and valuation concepts through guided, practical applications tailored for executive human resources practitioners.

How are the analytical frameworks applied to diverse corporate structures?

The diagnostic models, operating architecture archetypes, and risk registers are structurally adaptable to multinational conglomerates, public institutions, and rapidly scaling corporations.