

## ***Managing Human Capital – James P. Guthrie***

### Overview

Expertise in managing human capital is an essential component of success in today's dynamic marketplace. This session has a simple, yet powerful purpose: To highlight human resource principles and practices maximizing employee commitment and productivity and, in turn, sustained organizational success. It will provide you with a conceptual framework for thinking about human capital management from a strategic perspective. Equally important, it will provide you with techniques – and illustrative company examples -- for implementing this framework.

### Course Topics

- Hiring the Best: Processes & Practices for Assessing and Hiring Productive Employees
  - Identifying Competency Requirements
  - Assessing Job Candidates' Competencies
- Peak Performance: Processes & Practices for Managing Performance
  - Getting Everyone Rowing in the Same Direction
  - Preferred Methods for Performance Evaluation
- Room to Grow: Processes and Practices for Developing Employees
  - Identifying Employee Developmental Opportunities
  - Evaluating Developmental Efforts
  - Developing Executive Talent and Successors
- Paying People: Processes and Practices for Compensating and Rewarding Employees
  - Developing a Pay Structure
  - Pay-for-Performance
- Putting it All Together: A *System* of HR Processes and Practices
  - The Payoff from a Systematic Approach to People Management