

# *Human Capital Strategy and Management*

Effective strategic human capital planning should guide any human resources management initiative. The process of determining how changing needs impact workforce and competency demands can be challenging. The Center for Organizational Excellence, Inc. (COE) provides a well thought through strategic perspective on the issues facing an organization and its workforce.

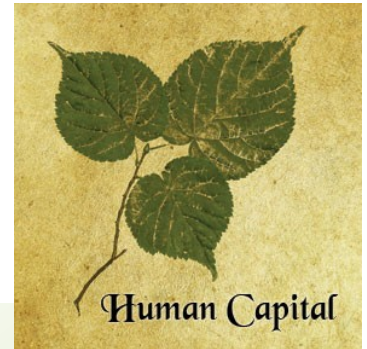
## *What is Human Capital Strategy and Management?*

Human Capital Strategy & Management encompasses the strategic planning and execution of all human capital functions including:

- Recruitment
- Retention
- Training initiatives
- Human capital planning
- Workforce planning
- Succession planning
- Compensation management
- HCAAF analysis & reporting
- Performance management
- Onboarding

## *What can COE Offer?*

- Evaluation and transformation of the effectiveness of your human capital system
- Development of human capital plans
- HCAAF analysis and reporting
- Evaluation of current technology and systems for transition to a shared service center



## *What are the Benefits?*

- Alignment of human capital systems with overall organizational goals
- Actionable plans for determining requirements for human capital organizational effectiveness
- Succession plans for staffing key positions
- Clear line of sight between human capital plans and program, strategic, and budget plans
- Opportunities for creating efficiencies in how work is accomplished
- Understanding the critical development and succession needs of your workforce

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