Effective Human Capacity Development

Overview

Human capacity development is essential for organizations to unlock the full potential of their workforce and achieve sustainable growth. This training program provides participants with strategies, tools, and techniques to enhance employee skills, foster professional growth, and build a high-performing organization.

Target Audience

- HR professionals

- Learning and Development specialists

- Managers and team leaders

- Organizational development consultants

- Business executives focused on workforce enhancement

Objectives

By the end of this training, participants will:

1. Understand the principles and importance of human capacity development.

2. Conduct skills assessments to identify development needs.

3. Design and implement targeted capacity-building programs.

4. Leverage tools and strategies to enhance individual and team performance.

5. Create a culture of continuous learning and development.

Course Content

Module 1: Fundamentals of Human Capacity Development

- Defining human capacity development

- The role of capacity building in organizational success

- Linking capacity development to business objectives

Module 2: Assessing Capacity Needs

- Conducting individual and organizational skills audits

- Identifying gaps and prioritizing development needs

- Aligning development initiatives with strategic goals

Module 3: Designing Capacity-Building Programs

- Setting clear and measurable development objectives

- Selecting the right training methods (in-house, external, e-learning)

- Incorporating coaching, mentoring, and on-the-job learning

Module 4: Tools and Strategies for Capacity Development

- Leveraging technology for learning (LMS, e-learning platforms)

- Building collaborative and cross-functional teams

- Using data and analytics to monitor progress

Module 5: Fostering a Learning Culture

- Encouraging self-directed learning and professional growth

- Recognizing and rewarding development efforts

- Embedding capacity development into organizational processes

Module 6: Evaluating the Impact of Capacity Development

- Measuring ROI on development initiatives

- Feedback mechanisms for continuous improvement

- Case studies of successful capacity development programs

Training Methods

- Interactive lectures and expert presentations

- Group discussions and problem-solving exercises

- Hands-on workshops for program design and implementation

- Case studies from successful organizations

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- Action planning for capacity development in participants' organizations

Duration

- **Option A:** 2-day intensive workshop

- **Option B:** Self-paced online

Training Materials

Participants will receive:

- A detailed human capacity development guide

- Templates for skills assessment and program design

- Access to case studies and best practices

- Certificate of completion

Expected Outcomes

Participants will leave the training with the ability to:

- Conduct effective skills assessments to identify development needs.

- Design and implement impactful capacity-building programs.

- Leverage tools and strategies to improve individual and team performance.

- Build a sustainable culture of learning and development.

- Evaluate and optimize capacity development initiatives.

Facilitators

Our facilitators are experienced professionals in organizational development and capacity building. They bring practical insights and proven strategies to help participants enhance workforce capabilities effectively.

Fees and Registration

- **Fee:** NGN485,925| NGN675,000

- **Mode:** In-person/Virtual (choose based on preference)

Empower your workforce and drive organizational success through effective human capacity development. **Enroll today to build the skills and strategies for a stronger, more capable organization!**

For group registrations, corporate training options, or more information, please contact our admissions team at info@hrondeckservices.com or call +2349044642114