

HCM557 Human Capital Consulting: Principles and Practices

Level: 5

Credit Units: 5 Credit Units

Language: ENGLISH

Presentation Pattern: EVERY JAN

Synopsis:

Management consulting is a fast changing industry with various specialisations. HCM557 Human Capital Consulting: Principles and Practices, provides an introduction to the nature and major practicing areas in human capital consulting. It examines the roles, values and behavior of consultants; skills and competencies required; methods and models in consulting; issues in conducting research; change management design, development and implementation. Client needs and the value of consulting as well as the future of human capital consulting will also be addressed.

Topics:

- The consulting industry, skills and professionalism
- Consulting and human capital's role in business strategy
- Aligning human capital and business strategy
- Internal and external human capital consulting
- Impact of technology on consulting
- Framework and models in consulting
- Tools and intervention strategies
- Data collection and analysis
- Change management
- Adoption of changes and follow up
- Communication, negotiation and coaching
- Proposal and report writing
- Closure and managing stakeholder relationships

Textbooks:

Excellence in People Analytics: How to use workforce data to create business value (2021) Jonathan Ferrar and David Green Kogan Page
ISBN-13: 9780749498290

Leap into HR Consulting: How to move successfully from corporate to HR consulting (2020) Sarah Hamilton-Gill Sarah Hamilton-Gill
ISBN-13: 9781838236502

Learning Outcome:

- Examine the roles and values of human capital consulting
- Discuss the wisdom, perspectives and models in human capital consulting
- Appraise opportunities and barriers in the implementation of consulting solutions
- Select consulting principles and adopt changes in different situations
- Evaluate processes and results of human capital consulting
- Experiment and apply skills in consulting work

Assessment Strategies - Regular Semester (Evening Class):

Components	Description	Weightage Allocation (%)
Overall Continuous Assessment	PARTICIPATION 1	20
	GROUP BASED ASSIGNMENT 1	40
Overall Examinable Components	ECA	40
Total		100

*The information listed is subject to review and change.