Managing Human Capital has been specifically designed to teach practical skills for the general manager who seeks to manage both other people and his/her own career with optimal effectiveness. The management of human capital has the potential to be the sources of competitive advantage in high-performance organizations. Due to rapidly changing demographics, technologies, merges, alliances, and increased global competition, the processes of managing human capital are becoming central to effective organization practices and processes.

It is obvious that companies that want to succeed need excellent people. But companies and organizations also need cultures and processes that allow the talent of the organization to fulfill their promise. The collective value of the talent in the organization is the primary source of competitive advantage for the organization.

This course takes the point of view of the general manager, not just the human resource practitioner, attempting to lever the human capital of an organization in ways that create not only revenues, profits, and growth, but also create a unique place to work and employees and customer who are apostles of the enterprise (Heskett, Schlesinge, and Sasser, 1997). We want future general managers to be clear about how people are motivated, and how manager’s assumptions drive the kind of processes, structures and strategies they create. The desired outcome is to have students’ assumptions questioned, and to create high expectations of self and others not only within the class but also within the organizations students will eventually join after graduating from the Kelley School of Business.