Human Capital Management: From Foundation to Practice  

Course Application

Human capital is an emerging approach for managing human resources based on understanding the link between people and economic value creation. It promises to provide a framework for improving knowledge work that unifies the psychological-side of people issues (meaning, emotion, etc) with the quantitative bottom-line demands of corporate finance. Work in human capital is still maturing but it offers practitioners that are willing to do some hard conceptual work, new interventions for dealing with challenges in talent, change, innovation and culture management.

The goal of the course is to do this hard conceptual work and give practitioners the robust conceptual foundation needed to effectively calculate, leverage and protect human capital. The foundation is built by surfacing, creatively exploring and even refining the often misunderstood ideas that sit at the heart of human capital management (e.g. intangible value). Further, the course demonstrates how to translate these concepts into improved programs designed to maximize the value of knowledge work. By engaging in creative conceptual thinking, participants make the material their own and are better equipped to use techniques back in the workplace.

The course is for human resource, finance and knowledge management professionals interested in putting human capital to use. Students in psychology, business, economics and philosophy will also find it of special interest.

Requirements

1. Cover letter/essay
   Please include a one-page cover letter addressing the following questions:
   - What are your learning goals for this course?
   - Describe why this course is especially appropriate or timely for where you are in your career or current position.
   - State your intentions for involvement in the Master of Science in Learning & Organizational Change program: Human Capital course only, pursuit of a certificate, or pursuit of the degree.

2. Resume

Deadline

Please submit your materials by May 30th. We will contact you the following week to communicate admissions decisions and next steps. Summer quarter classes begin the week of June 20th and end the week of August 8th.

Submission

You can submit your materials by email, fax or postal mail.
Email:  cloc@northwestern.edu
Fax:  847.491.3957
Mail:  Learning & Organizational Change Program
      2120 Campus Drive, Room 137
      Evanston, IL 60208

For more information please contact the LOC program by calling 847/491-7376.