



People Capability Maturity Model (P-CMM) Framework V.2.0 Course (5-Day Classroom Training)

The People Capability Maturity Model® (People CMM®) is a proven set of human capital management practices that provide a roadmap for continuously improving the capability of an organization's workforce. The People CMM refers to these practices as workforce practices. Since an organization cannot implement all of the best workforce practices in an afternoon, the People CMM introduces them in stages. Each progressive level of the People CMM produces a unique transformation in the organization's culture by equipping it with more powerful practices for attracting, developing, organizing, motivating, and retaining its workforce. Thus, the People CMM establishes an integrated system of workforce practices that matures through increasing alignment with the organization's business objectives, performance, and changing needs.

Audience

Advanced workforce practices, nurturing teams, and transforming organizational culture. It is especially useful for businesses undergoing critical organizational changes, such as downsizing, a merger, rapid growth, and change of ownership. It contains useful information for managers and supervisors who want guidance for managing their people, providing opportunities for individual development and growth, and effectively managing their knowledge assets.

Benefits

The People Capability Maturity Model (People CMM) can help organizations successfully address their critical human capital issues. The People CMM employs a process maturity framework as a foundation for best practices for managing and developing an organization's workforce. Based on the best current practices in fields such as human resources, knowledge management, and organizational development, the People CMM guides organizations in improving their processes for managing and developing their workforce. The People CMM helps organizations characterize the maturity of their human capital practices, establish a program of continuous workforce development, set priorities for improvement actions, integrate workforce development with process improvement, and establish a culture of excellence. Since the release of the Version 2 of the People CMM in 2001, use of the People CMM around the world has increased substantially by small and large organizations in many industries and market sectors. Based on continuing feedback and experience, this update of the People CMM has been prepared. This report documents an update to the People CMM, Version 2, which updates informative



material within the People CMM and its subpractices and provides new information learned from the continuing global use of the People CMM.

Learning Objectives

To improve the capability of the workforce. Workforce capability can be defined as the level of knowledge, skills, and process abilities available for performing an organization's business activities. Workforce capability indicates an organization's:

- readiness for performing its critical business activities,
- likely results from performing these business activities, and
- potential for benefiting from investments in process improvement or advanced technology

Prerequisite

There are no prerequisites for this course.

Materials

On the first day of the course, participants will receive a softcopy of all the CMMI models and a course manual with copies of the course slides.

Schedule

This 5-day course meets at the following times:

- Days 1-5, 9:00 AM - 5:00 PM