**Portfolio Milestone- Human Capital Plan**

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**Introduction**

Human Capital Plan in important in the success of an organization. According to research, human capital plan is an effective tool organizations use to drive focused actions that can ensure goal achievement and business success. This tool also allows organizations to assess, plan and respond to its human capital challenges (TriNet, 2019). This portfolio will review the organizational profile of Memorial Sloan Kettering Cancer Center (MSKCC).

**Organizational Profile on MSKCC**

**Notes: Please see below. This is only a portfolio milestone. Below are the key points I will be researching about. The organization I picked is Memorial Sloan Kettering Cancer Center**

Identify an organization or use your own organization to design and develop a Human Capital plan that aligns with the organization’s goals and objectives.Within your document, please include the following aspects:

* Provide an organizational profile that includes mission/vision, and strategy of the organization
* Identify and evaluate the current Human Capital plan

Based on your evaluation, propose a new human capital plan that includes:

1. An explanation the new organizational staffing process for that organization
2. A description of the entire Employee Life Cycle (ELC) for your chosen organization
3. A complete a comprehensive workforce analysis that also depicts the internal and external environmental factors that impact the workforce plan
4. Newly created performance standards for the workforce and also discuss how strengths and weaknesses will be effectively communicated. Be sure to discuss the performance tools that will be used to capture and track employee performance data and help management provide accurate feedback to employees.

After completing the steps above, please explain how your proposal will improve the organization’s overall performance and increase employee loyalty/commitment to the organization