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HUMAN RESOURCES AND TRAINING | HRT-022

Workforce Planning and Organisational Strategy

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Course content

Why Attend

Course Introduction

In today's fast-paced and competitive business landscape, effectively aligning workforce capabilities with organizational objectives is key to long-term success. Workforce planning is no longer just about filling positions; it involves forecasting future talent needs, addressing skill gaps, and creating a resilient workforce that can meet both present and future challenges.

This Workforce Planning and Organisational Strategy training course provides a thorough understanding of how workforce planning can be integrated into an organization's broader strategy. It focuses on data-driven approaches, utilizing innovative tools, and aligning talent management with long-term business goals. Through interactive lessons, practical tools, and real-world case studies, the course prepares participants to develop and execute proactive workforce strategies that enhance organizational performance and sustainability.

Course Methodology

This Workforce Planning and Organisational Strategy training course will utilise a variety of proven adult learning techniques to ensure maximum understanding, comprehension and retention of the information presented. This includes an interactive mixture of lecture-led learning & group discussions.

Who should Attend?

This Workforce Planning and Organisational Strategy training course is ideal for a wide variety of professionals, particularly:

- Human Resource Professionals and Managers
- Organisational Development Specialists
- Strategic Planners and Analysts
- Business Leaders and Executives
- Talent Management Professionals
- .Individuals involved in workforce planning and strategy development



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Course Objectives

By the end of this Workforce Planning and Organisational Strategy training course, participants will be able to:

- Understand the key principles and frameworks of strategic workforce planning
- Align workforce planning with organizational strategy and long-term objectives
- Identify and address talent gaps effectively
- Use workforce analytics and data-driven tools to make strategic decisions
- Create and implement flexible workforce strategies to enhance organizational resilience
- Assess and monitor the effectiveness of workforce planning to adapt to evolving needs

Course outline

Day One: Fundamentals of Workforce Planning

- Introduction to Workforce Planning and Organisational Strategy
- The Importance of Workforce Planning in Today's Business Landscape
- Key Components of Workforce Planning: A Strategic Framework
- Understanding Workforce Trends and Challenges
- Workshop: Assessing Current Workforce Alignment with Organisational Goals

Day Two: Aligning Workforce Planning with Organisational Strategy

- Linking Workforce Planning to Business Objectives
- Conducting Strategic Workforce Analysis: Identifying Gaps and Needs
- Key Drivers of Workforce Alignment: Competencies, Roles, and Resources
- Case Studies: Effective Workforce Planning in Successful Organisations
- Interactive Exercise: Developing Alignment Strategies



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Course outline

Day Three: Data-Driven Workforce Planning and Forecasting

- Workforce Analytics: Tools and Techniques
- Using Data to Forecast Workforce Demand and Supply
- Scenario Planning and Risk Analysis in Workforce Planning
- Leveraging AI and Technology for Workforce Insights
- Practical Session: Building a Data-Driven Workforce Model

Day Four: Talent Acquisition, Development, and Retention Strategies

- Addressing Talent Gaps through Targeted Recruitment Strategies
- Upskilling, Reskilling, and Employee Development Programs
- Building Succession Plans for Critical Roles
- Enhancing Employee Engagement and Retention Strategies
- Workshop: Designing a Talent Acquisition and Development Plan

Day Five: Implementation, Monitoring, and Evaluation of Workforce Plans

- Turning Strategy into Action: Building an Effective Workforce Plan
- KPIs and Metrics for Monitoring Workforce Planning Success
- Continuous Improvement: Adapting to Organisational and Market Change
- Action Planning: Creating a Tailored Workforce Strategy for Your Organisation
- Closing Discussion and Feedback



Seminar dates

Available seminar dates

Live dates and pricing for Workforce Planning and Organisational Strategy generated from the course details page.

Date	Location	Format	Fee
21 - 25 December 2026	Barcelona - Spain	Classroom	**€3,080.-**
18 - 22 January 2027	Barcelona - Spain	Classroom	**€3,080.-**
15 - 19 February 2027	Paris - France	Classroom	**€3,600.-**
15 - 19 March 2027	Frankfurt - Germany	Classroom	**€2,600.-**
19 - 23 April 2027	Barcelona - Spain	Classroom	**€3,080.-**
17 - 21 May 2027	Frankfurt - Germany	Classroom	**€2,600.-**
21 - 25 June 2027	Rome - Italy	Classroom	**€3,400.-**
19 - 23 July 2027	Kuala lumpur - Malaysia	Classroom	**€1,800.-**
16 - 20 August 2027	Barcelona - Spain	Classroom	**€3,080.-**
20 - 24 September 2027	Barcelona - Spain	Classroom	**€3,080.-**
18 - 22 October 2027	Paris - France	Classroom	**€3,600.-**
15 - 19 November 2027	Frankfurt - Germany	Classroom	**€2,600.-**
20 - 24 December 2027	Barcelona - Spain	Classroom	**€3,080.-**

Live online option	Online delivery is available at €1,850.-.