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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



# Course content

## 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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### 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      |
|------------------------|-------------------------|-------------------------------------------|----------|
| 22 - 26 June 2026      | Paris - France          | Classroom                                 | €4,500.- |
| 13 - 17 July 2026      | Frankfurt - Germany     | Classroom                                 | €3,250.- |
| 17 - 21 August 2026    | Barcelona - Spain       | Classroom                                 | €3,850.- |
| 21 - 25 September 2026 | Frankfurt - Germany     | Classroom                                 | €3,250.- |
| 19 - 23 October 2026   | Rome - Italy            | Classroom                                 | €4,250.- |
| 2 - 6 November 2026    | Kuala lumpur - Malaysia | Classroom                                 | €2,250.- |
| 21 - 25 December 2026  | Barcelona - Spain       | Classroom                                 | €3,850.- |
| Live online option     |                         | Online delivery is available at €1,850.-. |          |