

Workforce Planning & Organisational Strategy



**LM107
Leadership &
Management**

COURSE TITLE

Workforce Planning & Organisational Strategy

COURSE DATE/ VENUE

20 Jan - 24 Jan 2025'

London, UK

COURSE REFERENCE

LM107

COURSE DURATION

05 Days

DISCIPLINE

Leadership & Management

COURSE INTRODUCTION

In today's dynamic business landscape, organizations face constant challenges in aligning their workforce with strategic objectives. This course is designed to equip you with the knowledge and skills necessary to navigate the complexities of workforce planning and contribute to the overall success of your organization.

COURSE OBJECTIVE

Upon successful completion of this course, the delegates will be able to:

- ✓ Understand the significance of workforce planning in achieving organizational objectives.
- ✓ Analyze the current workforce to identify critical roles and skills.
- ✓ Forecast future workforce needs by considering industry trends and external factors.
- ✓ Develop strategic workforce plans to address skill gaps and talent shortages.
- ✓ Implement workforce development initiatives, including succession planning and leadership development.

- ✓ Evaluate the impact of workforce planning on organizational performance and continuously refine strategies.

COURSE AUDIENCE

This course is tailored for HR professionals, strategic planners, managers, and anyone involved in shaping and executing organizational strategies. Whether you are new to workforce planning or seeking to enhance your skills, this course provides a valuable opportunity to deepen your understanding and contribute to your organization's success.

COURSE CONTENT

Day 1: Introduction to Workforce Planning and Organizational Strategy

- ✓ Welcome and Course Overview
- ✓ Importance of Workforce Planning in Organizational Success
- ✓ Key Components of Organizational Strategy
- ✓ Aligning Workforce Planning with Business Goals
- ✓ Case Studies: Successful Workforce Planning Examples
- ✓ Group Discussion: Identifying Organizational Challenges

Day 2: Analyzing Current Workforce and Skills Gap

- ✓ Conducting a Workforce Analysis
- ✓ Identifying Critical Roles and Skills
- ✓ Utilizing HR Metrics for Strategic Insights
- ✓ Skill Gap Analysis Techniques
- ✓ Technology and Tools for Workforce Analytics
- ✓ Practical Exercise: Analyzing a Sample Workforce

Day 3: Forecasting Future Workforce Needs

- ✓ Introduction to Workforce Forecasting
- ✓ Understanding Industry Trends and External Influences
- ✓ Scenario Planning for Future Workforce Demands
- ✓ Predictive Modeling for Workforce Planning
- ✓ Real-world Applications and Case Studies

- ✓ Group Activity: Building a Workforce Forecast

Day 4: Strategic Workforce Development

- ✓ Developing a Talent Pipeline
- ✓ Succession Planning and Leadership Development
- ✓ Employee Training and Continuous Learning
- ✓ Diversity and Inclusion in Workforce Planning
- ✓ Balancing Internal and External Talent Acquisition
- ✓ Workshop: Creating a Strategic Workforce Development Plan

Day 5: Implementing and Evaluating Workforce Plans

- ✓ Change Management in Workforce Planning
- ✓ Communication Strategies for Implementation
- ✓ Monitoring and Adjusting the Workforce Plan
- ✓ Evaluating the Impact of Workforce Planning on Organizational Performance
- ✓ Continuous Improvement in Workforce Strategies
- ✓ Final Case Study and Q&A

COURSE CERTIFICATE

TRAINIT ACADEMY will award an internationally recognized certificate(s) for each delegate on completion of training.

COURSE FEES

£5,500 per Delegate. This rate includes participant's manual, Hand-Outs, buffet lunch, coffee/tea on arrival, morning & afternoon of each day.

COURSE METHODOLOGY

The training course will be highly participatory and the course leader will present, guide and facilitate learning, using a range of methods including formal presentation, discussions, sector-specific case studies and exercises. Above all, the course leader will make extensive use of real-life case examples in which he has been personally involved. You will also be encouraged to raise your own questions and to share in the development

of the right answers using your own analysis and experiences. Tests of multiple-choice type will be made available on daily basis to examine the effectiveness of delivering the course.

- 30% Lectures
- 30% Workshops and work presentation
- 20% Case studies & Practical Exercises
- 10% Role Play
- 10% Videos, Software or Simulators (as applicable) & General Discussions

