



Consulting and Training | Reach New Heights

Course Name

Smart Recruitment Strategies Masterclass

Sector Name

HR Strategy and Training

Document Type

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Smart Recruitment Strategies Masterclass

Course Introduction

Attend this Strategic Workforce Planning Masterclass and get a grip on a new, fully integrated approach to strategic workforce planning, drawing in all the different facets of this business-critical process. Not only does it explore the core components of workforce planning, this masterclass also shows how to move the approach from backroom black box operations to gaining a place in the organization's strategic development process. Furthermore, this top-level approach will then inform the organization's resourcing, talent management, and talent development strategies.

This Human Resource Management Masterclass on Strategic Workforce Planning aims to show you how to move from traditional manpower planning to modern strategic workforce planning, raising your profile and the effectiveness of the process.

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Target Audience

- ✓ Recruiters & Talent Acquisition Specialists
- ✓ HR Managers & HR Business Partners
- ✓ Workforce Planning & Resourcing Specialists
- ✓ Department Heads & Team Leaders responsible for hiring
- ✓ Business Owners & Entrepreneurs managing recruitment
- ✓ Operations & Project Managers needing hiring strategies

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Learning Objectives

- ✓ Apply appropriate workforce planning tools and techniques to your business strategy
- ✓ Review your own practices and make appropriate changes
- ✓ Think both strategically and tactically to enable effective workforce planning
- ✓ Understand the core HR components of modern workforce planning to ensure alignment
- ✓ Overcome challenges to effective workforce planning and build on enablers
- ✓ Apply good ideas from colleagues from other organisations

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Course Outline

✓ 01 Day One

The Context for, and Modern Approach to Strategic Workforce Planning

- ✓ The Current Position with Workforce Planning
- ✓ Why is strategic workforce planning needed?
- ✓ Case Study Highlighting the Core Features of Effective Workforce Planning
- ✓ Leading Principles in Workforce Planning
- ✓ Understanding What Your Business Strategy Means in Practice for Strategic Workforce Planning
- ✓ Identifying Strategic Roles in the Organisation

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Course Outline

✓ 02 Day Two

Understanding and Dealing with the Challenges of Workforce Segmentation

- ✓ Understanding and Managing the Implications of Strategic Roles
- ✓ Segmenting the Workforce
- ✓ Managing the Implications of Segmentation
- ✓ The Need for Data as the Basis for Informed Decision-making

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Course Outline

✓ 03 Day Three

Implementing Integrated Workforce Planning

- ✓ Best Practice vs. Bespoke Solutions
- ✓ Assessing the Current Position
- ✓ Identifying Alternative Strategies – using scenario planning
- ✓ Agreeing on What the Future Organization Requires
- ✓ Understanding the Range of Resourcing Options

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Course Outline

✓ **04 Day Four**

Bridging the Gap

- ✓ Challenges and Enablers for Effective Workforce Planning
- ✓ Review of Contemporary Learning by Organisations in Implementing Strategic Workforce Planning
- ✓ Applying the 6B Model to Realise Organizational Strategy
- ✓ Reasons Why Strategic Workforce Planning Fails
- ✓ Introducing Strategic Workforce Planning is an Exercise in Change Management

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Course Outline

✓ **05 Day Five**

Bringing all the Aspects of Strategic Workplace Planning Together

- ✓ Translating the Theory to Practice - Action Learning Set(s) – facilitator - led session sharing challenges and suggesting solutions
- ✓ Creating a Collaborative Cross-functional Approach to Workforce Planning
- ✓ Summary of Key Messages from Effective Workforce Planning Practices
- ✓ Summary of Key Learnings from Delegates during the Week
- ✓ Action Planning

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
Sept. 21, 2026	Sept. 25, 2026	5 days	4250.00 \$	UAE , Abu Dhabi
Jan. 4, 2027	Jan. 8, 2027	5 days	4950.00 \$	Indonesia , Jakarta
May 23, 2027	May 27, 2027	5 days	4250.00 \$	KSA , Riyadh
Jan. 11, 2027	Jan. 15, 2027	5 days	4250.00 \$	UAE , Dubai

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