



Consulting and Training | Reach New Heights

Course Name

Strategic Workforce Planning

Sector Name

HR Strategy and Training

Document Type

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Strategic Workforce Planning

Course Introduction

The Strategic Workforce Planning Course is designed to equip professionals with the knowledge and tools needed to align workforce capabilities with long-term business goals. This course focuses on building a strong workforce strategy and applying a structured strategic workforce planning framework to ensure organizational success.

Participants will learn how to analyze current workforce data, forecast future talent needs, and develop actionable strategies using modern strategic workforce planning tools.

Strategic Workforce Planning Course Objectives

By the end of this course, participants will be able to:

- ✓ Understand the fundamentals of workforce planning and its impact on business performance
- ✓ Build an effective strategic workforce planning framework
- ✓ Develop a data-driven workforce strategy
- ✓ Conduct workforce analysis and gap identification

- ✓ Apply best practices from strategic workforce planning McKinsey and HCI strategic workforce planning models

What You Will Learn

This course provides practical knowledge in:

- ✓ Workforce demand and supply forecasting
- ✓ Talent gap analysis and workforce optimization
- ✓ Scenario planning and decision-making
- ✓ Using advanced strategic workforce planning tools
- ✓ Implementing real-world strategic workforce planning examples

Strategic Workforce Planning Framework

You will learn how to apply a complete workforce planning framework, including:

- ✓ Workforce analysis
- ✓ Demand forecasting
- ✓ Gap analysis
- ✓ Action planning
- ✓ Monitoring and evaluation

This structured approach ensures alignment between workforce capabilities and organizational goals.

Tools & Methodologies

The course introduces key strategic workforce planning tools, such as:

- ✓ Workforce analytics and HR dashboards
- ✓ Scenario planning models
- ✓ Data-driven forecasting techniques
- ✓ Industry frameworks inspired by McKinsey and HCI

Benefits of the Strategic Workforce Planning Course

By completing the Strategic Workforce Planning Course, you will:

- ✓ Build a strong and scalable workforce strategy
- ✓ Improve workforce efficiency and productivity
- ✓ Anticipate future talent needs
- ✓ Reduce skill gaps and hiring risks
- ✓ Support business growth and transformation

Course Outcome



Participants will gain the ability to design and implement a complete strategic workforce planning framework, using real-world insights and proven methodologies to drive organizational success.

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Target Audience

This course is designed and beneficial for professionals handling functions related to the planning and/or recruiting of manpower for their organization.

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Strategic Workforce Planning

Learning Objectives

- ✓ Understand how to predict and therefore manage future trends
- ✓ Consider the balance between managing individuals' careers and business needs
- ✓ Appreciate the relationship between operational and human resource management
- ✓ Be able to use the most appropriate approach to your business workforce planning process
- ✓ Develop your process management skills to maximize the use of resources
- ✓ Learn and be able to implement new dynamic workforce planning systems
- ✓ Consider several strategic models for workforce planning
- ✓ Be able to convert predictive data into a monetary value
- ✓ Re-energize interviewing, appraisal processes, and systems
- ✓ Create a methodology to present business information effectively
- ✓ Be aware of organizational measurement tools and those that can be applied to individuals
- ✓ Develop business techniques to manage the workforce planning process
- ✓ Plan and implement action plans for self and individuals/managers involved in the Workforce Planning process

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Strategic Workforce Planning

Course Outline

✓ **DAY 01**

The dynamic role of workforce planning

- ✓ Introductions, programme, objectives, and ways of working
- ✓ HR models and how to satisfy potential future organisational structures
- ✓ The growing business importance of HR workforce planning (HRMP)
- ✓ The changing shape of organisations and work requirements – the effects on today's organisation
- ✓ Trends – right-sizing; what's appropriate – use of decision-making tools and examples
- ✓ The four main areas of workforce planning – Strategic focus, Data and analysis, Workforce planning, and people development, including a case study

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Course Outline

✓ Day 02

The strategic focus on workforce planning from first principles

- ✓ The new HR strategic map
- ✓ How to use a strategic template – exercise and case study
- ✓ Measuring organisational maturity – a trigger for workforce planning activities – exercise
- ✓ Converting strategy into workable plans, the collection and analysis of business data to trigger appropriate action, including exercise
- ✓ Techniques for delivering on time and on budget

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Course Outline

✓ Day 03

Workforce, forecasting, and trend analysis

- ✓ Understanding trends – examples and exercise
- ✓ Use of predictive software to support the supply of the workforce
- ✓ How to measure relationships and understand results – exercises
- ✓ The need for using unit costs – exercise
- ✓ Individual measurements, exactly how competencies are structured
- ✓ Managing expectations and an individual's needs
- ✓ Measuring and forecasting individuals' performance using behavioral techniques

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Course Outline

✓ Day 04

Workforce supply - Business planning and workforce re- engineering

- ✓ Selecting the “right” principal for workforce supply
- ✓ Consider the three approaches to succession planning
- ✓ The use of pre-selection for key posts – the role of psychometric testing, emotional intelligence assessment centres, agreements, and visual development maps
- ✓ Business review – why workforce planning should be considered and where it has an impact – including case study

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Course Outline

✓ Day 05

Making the Workforce planning process fit together to maximize results

- ✓ The use of management tools and techniques to achieve maximum effect
- ✓ Why performance appraisals on their own don't work for selection into development pools
- ✓ Three approaches: talent pool, individual selection, and headhunting
- ✓ The cooperation is needed in order to achieve the business benefits
- ✓ How the whole workforce planning process should 'fit' together

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
June 7, 2027	June 11, 2027	5 days	2150.00 \$	Virtual , Online
Dec. 14, 2026	Dec. 18, 2026	5 days	4250.00 \$	UAE , Dubai
Jan. 11, 2027	Jan. 15, 2027	5 days	4250.00 \$	UAE , Dubai
Aug. 16, 2027	Aug. 20, 2027	5 days	4950.00 \$	England , London

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