



HARNESS THE POWER  
OF KNOWLEDGE

## Strategic Workforce Planning Masterclass

TRAIN



## **Course Overview:**

The Strategic Workforce Planning Masterclass is designed for HR professionals, managers, and organizational leaders seeking to develop and implement effective workforce planning strategies. This five-day course will cover the key principles, methodologies, and tools required to align workforce needs with organizational objectives and create a resilient workforce.

## **Course Goals:**

Upon completing this course, participants will be able to:

- 1- Understand the importance of strategic workforce planning in organizational success
- 2- Develop a comprehensive workforce planning strategy tailored to their organization's needs
- 3- Identify and analyze workforce data to make informed decisions
- 4- Implement strategies for talent acquisition, retention, and development
- 5- Create a framework for continuous workforce monitoring and adjustment
- 6- Effectively communicate workforce plans to stakeholders

## **Course Structure:**

### **Day 1: Introduction to Strategic Workforce Planning**

- The Role of Workforce Planning in Organizational Strategy
- Key Concepts and Terminology
- Benefits and Challenges of Strategic Workforce Planning
- Aligning Workforce Planning with Organizational Goals
- Case Studies and Best Practices
- Group Discussion: Current Workforce Challenges

### **Day 2: Data Analysis and Workforce Metrics**

- Data Collection and Analysis Techniques
- Identifying Key Workforce Metrics
- HR Analytics and Predictive Modeling
- Data Visualization and Reporting
- Workforce Segmentation and Talent Mapping
- Practical Exercises: Analyzing Workforce Data

### **Day 3: Workforce Demand and Supply Analysis**

- Demand Forecasting Methods
- Supply Analysis: Internal vs External Talent
- Scenario Planning for Future Workforce Needs
- Gap Analysis and Identifying Critical Roles
- Succession Planning and Talent Pipelines
- Creating a Workforce Planning Model

### **Day 4: Talent Acquisition and Retention Strategies**

- Recruitment Strategies for Critical Roles
- Diversity and Inclusion in Talent Acquisition
- Employee Value Proposition (EVP) and Employer Branding
- Employee Retention Strategies
- Skills Development and Training Programs
- Employee Engagement and Well-being Initiatives

### **Day 5: Implementation and Communication**

- Building a Workforce Planning Roadmap
- Monitoring and Adjusting Workforce Plans
- Risk Assessment and Mitigation
- Communication Strategies for Stakeholders
- Creating a Workforce Planning Culture
- Course Recap, Q&A