



Strategic Workforce Planning Masterclass

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Strategic Workforce Planning Masterclass

5 days training course

For detailed information on training course dates, please click the link:

[Strategic Workforce Planning Masterclass.](#)

Course Overview

Effective workforce planning is essential for aligning an organization's human resources with its long-term strategic goals. This masterclass provides participants with a comprehensive understanding of strategic workforce planning (SWP), focusing on the key elements of workforce segmentation, data-driven decision-making, and developing future workforce strategies. The course covers best practices, tools, and techniques for managing the workforce effectively to meet organizational objectives.

Participants will learn to design and implement a strategic workforce planning framework that integrates talent management, resourcing strategies, and organizational development. Through case studies, practical exercises, and discussions, attendees will gain the skills needed to ensure that their workforce is capable of delivering on business goals in the short, medium, and long term.

Objectives:

- Understand the importance of strategic workforce planning and its role in achieving business goals.
- Learn how to segment the workforce based on strategic roles and organizational needs.
- Gain skills in using data for informed decision-making in workforce planning.
- Implement best practices in workforce planning and customize them to fit organizational needs.
- Understand the challenges of workforce planning and develop strategies to address them.
- Learn how to bridge the gap between current workforce capabilities and future organizational needs.
- Foster a collaborative approach to workforce planning across HR, finance, and line management.
- Create action plans to improve workforce planning processes within their organizations.

Who Should Attend:

This course is aimed at key stakeholders involved in workforce planning and strategic human resource management, including:

- **HR Specialists** in resourcing, talent management, succession planning, and learning and development (L&D).
- **HR Business Partners** who work closely with business leaders to align workforce strategy with organizational needs.
- **Finance Professionals** involved in planning, budgeting, and strategic cost control related to workforce.
- **Line Managers** responsible for talent management and ensuring the right people are in place for the department or business unit.
- **Senior Managers** who oversee resourcing strategies for their department or division and play a role in organizational strategy development.

Course Outline:

Day 1: The Context for, and Modern Approach to Strategic Workforce Planning

- The Current Position with Workforce Planning
- Why Strategic Workforce Planning is Needed
- Case Study: 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 Organization

Day 2: 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

Day 3: 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

Day 4: Bridging the Gap

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

Day 5: Bringing All the Aspects of Strategic Workforce Planning Together

- Translating 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: Creating Personal Action Plans for Workforce Planning Improvements



DOCUMENTATION

The **MTC team** has meticulously prepared **high-quality training materials** for distribution to all delegates.

CERTIFICATES

An **accredited Certificate of Completion** will be awarded to participants who successfully attend and complete the program.

SCHEDULE

Course sessions are scheduled as follows:

- **Morning Session:** 09:00 AM – 1:00 PM
- **Afternoon Session:** 01:00 PM – 05:00 PM

REGISTRATION & PAYMENT

To register, please complete the **registration form** available on the course page and submit it with your **preferred payment method**. Alternatively, you can contact us via **email or WhatsApp** for assistance.

TRAVEL & TRANSPORT

We ensure a **seamless travel experience** by providing **airport-hotel-airport** transfers for all participants.